JOB DESCRIPTION OF PRODUCTION MANAGER

Particulars	Details
Organisation	NCEL (National Cooperative Exports Limited)
Role	Production Manager
Department	Production and Operations, Aquatic Protein Vertical
Location	Production plant, Tamil Nadu
Job Nature	Full Time
Number of Openings	1
Experience	Minimum 8 years in export seafood processing, with at least 3 years as Production Manager or Plant In-charge
Compensation	Competitive, based on experience and credentials

Job highlights: Plant-based production role at the processing plant, planning and running every NCEL lot of sea-caught seafood, across all commercially viable species and including value-added products, from raw material issue to finished-goods dispatch. Production Manager will be responsible for output, yield, cost and on-time shipment for NCEL lots, and work with the QC Executives.

About NCEL: National Cooperative Exports Limited (NCEL) is the national-level multi-state cooperative society that acts as the umbrella body for exports by India's cooperative sector. It was set up by the Ministry of Cooperation, registered in January 2023, and is promoted by Amul (GCMMF), IFFCO, KRIBHCO, NAFED and NCDC. NCEL exports over 54 commodities of its member cooperatives, including rice and other cereals, fruits and vegetables, spices, sugar, tea, processed food and marine products, to buyers in over 40 countries.

About the role: The Production Manager is responsible for output, yield, cost and on-time delivery of every NCEL lot at the processing plant. You will turn buyer orders into daily production plans, direct NCEL lots through the plant's lines under the processing agreement, and report progress to management. You will spend most of each shift on the production floor.

Key responsibilities

Area	Duties
Production planning	Convert buyer orders into daily and weekly processing plans by species, grade, pack and quantity. Coordinate line time, manpower, ice and cold-storage space with the plant's management. Match raw material arrivals with the plan. Plan packing material and glazing needs in advance.
Floor execution	Direct NCEL lots on the floor from raw material issue to finished goods: sorting, grading, processing, value-added lines, freezing, glazing, packing and labelling. Make sure each lot is processed as per NCEL and buyer specifications and SOPs. Clear bottlenecks and delays. Run product trials and new pack formats with the plant.
Yield and cost	Record raw material in, finished goods out, grade-wise recovery, rejects and waste for every lot. Compare yield against standards, find the cause of variances and act on it. Check the plant's processing and job-work charges against production records. Control packing material, and chemical use and losses.
Stock and cold chain	Maintain raw material, packing material and finished-goods registers. Apply FIFO or FEFO in cold storage. Control temperature and hold times in chilled and frozen storage. Reconcile stock with the plant's records at the close of every lot.
Quality and safety on the floor	Follow the plant's hygiene, GMP and safety rules for all NCEL work. Act on QC holds and deviations and close corrective actions raised for production.
Dispatch and reporting	Plan container stuffing and dispatch with the Export team. Check pack counts, labels and quantities against the order before loading. Prepare daily production, yield and stock reports and escalate delays or shortfalls to management at once. Coordinate with Procurement, QC, Export and the plant's production head.

Eligibility

Criteria	Requirement
Education	UG: B.Sc / B.Tech Food Technology, B.F.Sc, or B.Sc Fisheries, Marine Biology, Zoology. PG preferred: M.Sc / M.F.Sc in Food Technology or Fisheries.
Experience	Hands-on production management in an EU/EIC-approved seafood processing plant, across a range of marine species and product forms (chilled, frozen, value-added). Experience in yield control, line planning and cold storage is essential. Candidates without seafood plant experience will not be considered.
Certification	HACCP training certificate from a recognised body (MPEDA, EIC or equivalent) preferred. Training in GMP and food safety systems is an advantage.
Market compliance and product forms	Working knowledge of importing-country requirements for chilled and frozen seafood in markets such as the EU, USA, Japan, China, Russia, the Gulf, and the Southeast Asian countries - labelling, permitted additives, glaze and net weight declaration, contaminant limits, traceability and catch documentation. Knowledge of product forms, grades and pack styles for each market (whole, gutted, headless, fillet, loin, steak, rings, cleaned, IQF, block, glazed, breaded, cooked).
Skills	Line and shift planning, yield and recovery calculation, freezing operations (IQF, block - plate, IF - blast), packing and labelling, production costing, MS Excel or ERP, daily reporting. Able to get results through the plant's supervisors and contract labour.
Working conditions	Most of the work on the plant floor, shift work, cold-room and freezer exposure.

Selection process: CV screening, technical interview on line planning, yield and cold-chain handling, and HR round with reference check.

How to apply: Apply by sharing your updated CV and HACCP certificate (if applicable) to nalla.senapathy@ncel. Share: total experience, relevant seafood plant experience, species and value-added lines handled, current and expected CTC, current location, and notice period.