

Head of Projects

Confidential Job Description | Retained Search Mandate

Position	Head of Projects
Function	Projects & Capital Expenditure (Steel Manufacturing)
Industry	Iron & Steel / Metals Manufacturing
Experience	15+ years in manufacturing, with exposure to steel plant projects
Project Locations	Anantapur, Andhra Pradesh Perundurai (Erode), Tamil Nadu Mahabubnagar, Telangana (Brownfield + Core Hub) Gadchiroli, Maharashtra (Greenfield)
Compensation	Open, indicatively INR 15 – 30 Lakhs per annum, commensurate with experience & fit

About the Organization

Our client is an integrated iron & steel manufacturing organization with a multi-decade legacy in the metals industry. It has grown into a vertically and backward-integrated manufacturer of steel products, with operations spanning sponge iron, mild steel (MS) billets, hot-rolled and cold-rolled coils, structural products, and a wide range of pipes and tubes serving the housing, infrastructure, agriculture, automotive, power, and engineering sectors.

The organization operates a multi-location manufacturing footprint across South India, with an established presence in Andhra Pradesh, Telangana, and Tamil Nadu, and is now expanding into Maharashtra through a new greenfield facility. It is a publicly listed entity on India's stock exchanges, with an annual turnover in excess of INR 1,300 Crore, and has consistently invested in capacity expansion and sustainable manufacturing practices, including solar-powered production and scrap-based, resource-efficient operations. As part of its ongoing growth strategy, it is undertaking a significant capital expenditure programme spanning brownfield expansion at an existing core hub and the ground-up development of a new greenfield facility, for which this role has been created.

Position Overview

The Head of Projects will be responsible for the end-to-end planning, execution, and commissioning of large-scale capital projects across the organization's manufacturing locations - leading the greenfield development at Gadchiroli, Maharashtra from site readiness through to commissioning, while overseeing brownfield expansion and modernization at the core hub in Mahabubnagar, Telangana, with coordination support to the facilities at Anantapur, Andhra Pradesh and Perundurai (Erode), Tamil Nadu. The role calls for a hands-on projects leader with strong technical command over steel plant execution and the ability to operate across multiple sites and stakeholder groups simultaneously.

Key Responsibilities

- Lead end-to-end execution of greenfield and brownfield capital projects across the designated manufacturing locations, from concept and feasibility through to commissioning and ramp-up.
- Own project planning, scheduling, budgeting, and cost control for multi-crore capital expenditure initiatives, ensuring adherence to approved timelines and financial parameters.
- Drive site mobilization, land development, statutory approvals, and infrastructure readiness for the greenfield facility at Gadchiroli, Maharashtra.
- Oversee expansion, debottlenecking, and modernization projects at the brownfield and core hub facility at Mahabubnagar, Telangana.
- Coordinate with EPC contractors, equipment OEMs, design consultants, and civil, mechanical, electrical, and instrumentation vendors to ensure adherence to specifications, quality, and delivery schedules.
- Liaise closely with plant heads and the production, quality, and maintenance functions at each location to align project execution with ongoing operational continuity.
- Manage procurement and contracting for plant & machinery, structural steel, and project-related capital goods, working closely with the commercial and procurement functions.
- Monitor and report project progress, risks, and cost variances to senior leadership through structured project reviews and management information systems (MIS).
- Ensure strict compliance with safety, statutory, environmental, and other regulatory requirements across all project sites.
- Build, mentor, and lead multi-disciplinary project teams across geographies, including site engineers, execution managers, and contract personnel.
- Identify and implement value engineering opportunities to optimize project cost and execution timelines without compromising quality or safety.
- Support commissioning, performance guarantee testing, and formal handover of new facilities and production lines to plant operations.

Head of Projects

Ideal Candidate Profile & Screening Questions

Ideal Candidate Profile

- 15+ years of progressive experience in project execution within the iron & steel or broader metals manufacturing sector, with demonstrated exposure to steel plant projects such as sponge iron, billets, rolling mills, coils, or pipe and tube manufacturing lines.
- Proven track record of having led at least one greenfield project from inception through to commissioning, along with hands-on experience in brownfield expansion or modernization projects at a running manufacturing facility.
- Strong grounding in core project management disciplines, including planning, scheduling, budgeting, and cost control for large capital expenditure programmes.
- Demonstrated experience working with EPC contractors, equipment OEMs, and multi-disciplinary engineering teams spanning civil, mechanical, electrical, and instrumentation functions.
- Willingness and flexibility to be based at or travel extensively across multiple manufacturing locations, including a greenfield site under development.
- Strong stakeholder management skills, with the ability to work closely with senior leadership, plant operations teams, external agencies, and statutory bodies.
- A structured, safety-first, and delivery-oriented approach to managing complex, multi-site industrial projects.

Educational Qualifications

B.E. / B.Tech in Mechanical, Metallurgical, Civil, or Electrical Engineering, or an equivalent engineering discipline. A postgraduate qualification or diploma in Project Management will be considered an added advantage.

Key Skills & Competencies

- Project planning and execution for large industrial capital projects
- Capital expenditure (capex) management and cost control
- EPC coordination and vendor / contractor management
- Cross-functional and cross-geography team leadership
- Statutory, safety, and regulatory compliance for industrial sites
- Working knowledge of steel / metals manufacturing processes
- Stakeholder management with senior leadership and external agencies
- Team building, mentoring, and on-site problem-solving

Compensation

Compensation for this role is open and will not be a constraint for the right candidate. Indicatively, the role is positioned in the range of INR 15 – 30 Lakhs per annum, to be finalized based on the selected candidate's experience, current compensation, and overall fitment.

Screening Questions

To be used at the initial screening stage to assess candidate suitability against this mandate.

- 1 Total years of experience in project execution within the iron & steel / metals manufacturing industry.
- 2 Have you led a greenfield steel plant project from inception (site / land development) through to commissioning? Describe your role and the project's capacity and capex value.
- 3 Have you handled brownfield expansion, modernization, or debottlenecking at an operating steel manufacturing facility? Please elaborate on the scope and outcome.
- 4 Which specific steel plant processes / product lines have you worked on (e.g., sponge iron, billets, rolling mills, HR / CR coils, pipes & tubes, galvanizing)?
- 5 Largest capital expenditure value (INR) of a project you have independently led or managed.
- 6 Are you open to working across Andhra Pradesh, Tamil Nadu, Telangana, and Maharashtra, including relocation / extended travel to a greenfield site?
- 7 Describe your experience coordinating with EPC contractors, OEMs, and multi-disciplinary engineering vendors.
- 8 Project management tools / methodologies you are proficient in (e.g., MS Project, Primavera, Lean, Six Sigma).
- 9 Current organization, designation, and current CTC.
- 10 Expected CTC for this role.
- 11 Current notice period, and flexibility to expedite it if selected.
- 12 Current location, and openness to relocating to any of the specified project sites.
- 13 Reasons for considering a change at this point in your career.