

Job Description and Job Specification	
About GSFC	Gujarat State Fertilizers & Chemicals Ltd. (GSFC) is a leading public sector enterprise, pioneering in the fields of fertilizers and industrial chemicals. We are committed to sustainable development, technological innovation, and contributing to the national growth agenda. GSFC offers a purpose-driven environment with a strong commitment to sustainability, employee development, and nation-building. As a leader, you will have the opportunity to influence high-impact projects and shape the organization's growth trajectory.
Post Name	Chief Manager– Finance (Group Investments / Subsidiaries / Associate Companies) The designation will be commensurate with the candidate's experience, expertise, and leadership capabilities. While the base designation is Chief Manager – Finance, highly experienced and deserving candidates may be considered for a higher position.
Post Code	40/O/9
Age Criteria	Not more than 50 years as on the date of advertisement
Qualification	Essential: Chartered Accountant (CA) / Cost & Management Accountant (CMA) / MBA (Finance) from a recognized and reputed institution/university, with the degree/program completed on a full-time regular basis. Preferable: Additional professional qualifications/trainings/certifications in Corporate Finance, Treasury Management, Project Finance, Business Valuation, Mergers & Acquisitions, Risk Management, CFA, FRM.
Experience	Essential: - Minimum 15 years of post-qualification experience in Finance & Accounts. - At least 5 years' experience in experience in a listed manufacturing company with a turnover of at least Rs. 5000 crores. - Minimum 10 years in a senior finance leadership role. - Experience in handling the financial affairs of subsidiary, associate, joint venture, and investee companies (India & overseas). - Exposure to project finance, treasury, budgeting, financial reporting, and internal financial controls. Desirable: - Exposure to M&A, business valuation, due diligence, ERP systems (SAP/Oracle), and cross-border finance. - Experience in fertilizer / chemical sector
Position Overview	To provide strategic financial leadership for the Company's subsidiary, associate, joint venture, and investee companies by ensuring robust financial governance, effective investment monitoring, treasury management, financial controls, and compliance, while maximizing shareholder value.

Overall Responsibilities	Financial Governance & Investment Oversight • Oversee the financial affairs and governance of subsidiary, associate, joint venture, and investee companies in India and overseas. • Monitor financial performance, profitability, and return on investments across group entities. • Evaluate financial viability of investments, assets, and business proposals, and recommend corrective actions where required. • Review Joint Venture, Technical Collaboration, and Shareholder Agreements from a financial and commercial perspective. Financial Planning & Control • Lead budgeting, business planning, forecasting, MIS, and variance analysis. • Review standalone and consolidated financial statements and ensure timely, accurate financial reporting. • Strengthen financial planning processes and monitor budget adherence across group companies. • Drive cost optimization and financial discipline. Treasury & Project Finance • Manage treasury operations, including cash flow planning, working capital, banking relationships, and liquidity management. • Arrange debt and equity funding, including lender coordination and financial closure for projects. • Evaluate capital expenditure proposals and monitor project financial performance. Internal Controls, Audit & Compliance • Establish and strengthen internal financial controls, governance frameworks, and risk management practices. • Coordinate with statutory, internal, cost, and tax auditors, and ensure timely closure of audit observations. • Ensure compliance with applicable accounting standards, Companies Act, SEBI regulations, FEMA, taxation laws, and other statutory requirements. Strategic Finance & Stakeholder Management • Identify financial risks, irregularities, and control weaknesses, and recommend corrective measures to safeguard investments. • Support strategic initiatives, including acquisitions, restructuring, business expansion, and investment evaluation. • Present financial insights and recommendations to senior management, the Board, lenders, and other stakeholders. • Liaise with banks, financial institutions, auditors, consultants, and regulatory authorities.
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	Leadership • Lead and mentor finance teams across multiple entities. • Drive process improvements, automation, and adoption of best financial practices. • Foster a culture of governance, accountability, and continuous improvement.
Skills	• Strong financial planning, budgeting, and financial analysis skills. • Expertise in corporate finance, treasury, and project finance. • Sound knowledge of financial reporting, internal controls, and regulatory compliance. • Investment appraisal, asset evaluation, and risk assessment capabilities. • Strong analytical, strategic thinking, and commercial acumen. • Excellent leadership, stakeholder management, and team-building skills. • Effective communication, negotiation, and presentation skills. • High integrity with a strong focus on corporate governance and business excellence.
Job Location	Current location is Vadodara Unit; however, recruit may be placed at any other department/unit/depot of the company.
Remuneration	Shall commensurate with skills, experience and market trends.
Additional Information	The recruit shall be required to execute a Service Agreement to serve the Company for a period of 3 years. In case of breach, recruit shall be liable to pay the Company an amount of Rs.1,00,000/- (Rupees One Lakh only) in lieu of liquidated damages

Note:

- 1. The overall responsibilities listed above are an illustrative list and not an exhaustive list. Additional responsibilities may be added from time to time depending on organisational requirements.***
- 2. Terms and Conditions of appointment may vary in any manner with any other employees of the Company as per discretion of the Company.***
- 3. Management reserves the right to cancel / restrict / enlarge / modify / alter the recruitment / selection process without assigning any reason thereafter.***
- 4. Canvassing in any form shall disqualify the candidate for the selection process.***