

ANDREW YULE & COMPANY LIMITED
(A Government of India Enterprise)
8, Dr.Rajendra Prasad Sarani, Kolkata-700 001
CIN – L63090WB1919GOI003229
[Recruitment Advertisement No. 2026/11/01]

THE COMPANY:

Andrew Yule & Company Limited (AYCL) is engaged in the manufacture, sales and servicing of various industrial products like Transformers, industrial fans etc. The Company also has fifteen tea gardens under its control. AYCL became a Government of India Enterprise in 1979. The Company today is a multi-product, multi-unit Company having three Operating Divisions namely, Engineering, Electrical and Tea Division.

Applications are hereby invited from retired Executives from CPSEs/ Autonomous Organizations/ Central/ State Government/ Statutory Bodies for the following position in Tea Division of the Company. Candidates having requisite qualification and experience as indicated below may apply accordingly:

Sl. No.	Position & Period	Location & No of Post	Qualification Required	Min. Post Qualification Exp.	Gross Consolidated Pay	Max Age (Yrs.)
2026/11/01	Expert (Tea Plantation) for a period 01 year on per diem basis.	West Bengal & Assam 02 No. post	Graduate in Plantation Management/ Engineering/ Agriculture/Bio-Science/Science/Arts/Commerce, preferably possessing a Post Graduate Degree/Diploma (2 years) in Marketing Management, Management or Agricultural Science.	Experience: for Govt./CPSE Candidates: Retired from Central Government, State Government, Central Public Sector Enterprises (CPSEs), State Public Sector Undertakings (SPSUs) or other Government organizations after holding a post equivalent to Executive Director (E-8)/Level-13 or above, with not less than 25 years of post-qualification experience in Tea Plantation Management. For Private Sector/Research Organization Candidates: Retired from a reputed tea company, Tea Research Association (TRA), UPASI Tea Research Foundation, Indian Tea Association (ITA), Tea Board or any other recognized tea research or industry organization, with not less than 25 years of post-qualification experience in tea plantation management, including at least 10 years in a senior leadership position (such as General Manager, Vice President, Director, Chief Executive Officer, Chief Advisor, Principal Scientist, Chief Scientist or equivalent), having overall responsibility for plantation management, estate administration, productivity improvement, sustainability initiatives and operational management of tea estates.	Rs 4930 per diem+ company transport with a maximum of 15 days a month. TA/DA while on official tour as applicable to serving employees of equivalent grade	Maximum Age 70 years as on the date of advertisement. In exceptional cases involving candidate possessing rare expertise and found medically fit engagement may be considered up to 75 years.

ELIGIBILITY CRITERIA:

Expert (Tea Plantation)

The candidate should have Graduate in Plantation Management/Engineering/Agriculture/Bio-Science/Science/Arts/Commerce, preferably possessing a Post Graduate Degree/Diploma (2 years) in Human Resource Management, Personnel Management or Agricultural Science and minimum post qualification experience **for Govt./CPSE Candidates:** Retired from Central Government, State Government, Central Public Sector Enterprises (CPSEs), State Public Sector Undertakings (SPSUs) or other Government organizations after holding a post equivalent to **Executive Director (E-7)/Level-13 or above**, with **not less than 22 years of post-qualification experience** in Tea plantation Management.

For Private Sector Candidates:

Retired from a reputed tea company, Tea Research Association (TRA), UPASI Tea Research Foundation, Indian Tea Association (ITA), Tea Board or any other recognized tea research or industry organization, with not less than 22 years of post-qualification experience in tea plantation management, including at least 10 years in a senior leadership position (such as General Manager, Vice President, Director, Chief Executive Officer, Chief Advisor, Principal Scientist, Chief Scientist or equivalent), having overall responsibility for plantation management, estate administration, productivity improvement, sustainability initiatives and operational management of tea estates.

Essential Competencies

The incumbent should possess:

- In-depth expertise in all aspects of tea agronomy, including nursery management, planting, pruning, plucking, nutrition, pest and disease management, soil and water conservation, and crop productivity enhancement.
- Sound knowledge of sustainability standards, environmental stewardship, climate-resilient plantation practices, and statutory compliance applicable to tea estates.
- Proven experience in improving plantation productivity, quality, and operational efficiency.
- Preference shall be given to candidates having served in advisory or consultancy roles in the tea industry or having been associated with the Tea Research Association (TRA) or other reputed tea research and development organizations.

Expert Tea Plantation – Roles & Responsibilities

The Tea Plantation Expert shall provide strategic guidance and advisory support to the tea gardens on all agricultural and sustainability-related aspects of plantation management.

Key responsibilities shall include:

- Advising the tea gardens on best agronomic practices to improve crop productivity, quality, and cost efficiency.
- Providing guidance on sustainable plantation management, including soil health, nutrient management, water conservation, biodiversity, and climate-resilient agricultural practices.
- Recommending measures for pest and disease management, pruning, infilling, replanting, nursery development, and field operations.

- Assisting the gardens in implementing sustainability standards, statutory compliance requirements, and certification protocols.
- Reviewing plantation performance, identifying operational gaps, and recommending corrective measures to enhance productivity and long-term sustainability.
- Advising management on strategies for the revival, modernization, and sustainable development of the tea estates.

The Experts shall function purely in an advisory capacity and shall not exercise any statutory, financial, administrative or disciplinary powers vested in Company executives. All decisions shall continue to be taken by the competent authority in accordance with the Delegation of Powers and applicable Company rules.

REMUNERATION & BENEFITS

The selected candidate will be paid Rs. 4930 per diem+ company transport with a maximum of 15 days a month. TA/DA while on official tour as applicable to serving employees of equivalent grade will be paid.

Note:

- No PF contribution, HRA, or medical benefits shall be admissible
- Income Tax/TDS shall be deducted as per applicable rules

How to Apply:

- Eligible Candidates who are willing to apply may submit their application(s) in the prescribed Format stipulated at Annexure “II” along with all credentials to Dy. General Manager (P&A), Andrew Yule & Company Limited, 8, Dr. Rajendra Prasad Sarani, Kolkata – 700 001.
- No other mode of submission of application is allowed.
- List of Self-Attested Photocopies of documents to be provided with the application form are given below: -
 - Educational/ Professional Certificates
 - Experience Certificates or Appointment & Relieving letters of all previous employers.
 - Caste Certificate [in case of SC/ST and OBC (NCL)]
 - Copy of Latest updated CV detailing the work performed.
- Queries, if any, may be addressed to the following e-mail id pna@andrewyule.com.
- AYCL shall not be responsible, if candidates fill up their details wrongly and consequently their application is rejected.

Vigilance Clearance

- In respect of retired AYCL official, vigilance clearance will be sought from AYCL Vigilance department.
- In respect of officials retired from other Central / State PSUs, Autonomous Organizations of Central / State PSUs, it will be sought from their respective organizations/ department.
- In case of multiple organizations, clearance will be obtained from all such organizations.

GENERAL CONDITIONS:

- (i) This engagement is purely contractual and does not confer any right for regular employment.
- (ii) No claim for regular employment shall be entertained.
- (iii) Initial tenure is 01 years, extendable based on performance and requirement, up to 70/75 years of age.
- (iv) The candidate should be medically fit and of sound health condition. Consultant shall undergo a Medical Examination from Company Medical Officer/ Government Medical officer/Medical Officer of a Government Undertaking prior to engagement.
- (v) Engagement may be terminated at any time in case of unsatisfactory performance.
- (vi) Only consolidated remuneration based on attendance as mentioned above will be paid;
- (vii) applicable taxes will be deducted
- (viii) Cut-off date for age, qualification, and experience shall be date of advertisement.
- (ix) Original documents must be produced at the time of interview for verification.
- (x) No TA/DA will be paid for attending interview.
- (xi) AYCL reserves the right to shortlist candidates.
- (xii) AYCL reserves the right to cancel the recruitment process without assigning any reason.
- (xiii) No correspondence will be entertained with non-selected candidates.
- (xiv) Misrepresentation of facts will lead to cancellation of candidature.
- (xv) Incomplete applications will be rejected.
- (xvi) Only one application per candidate is permitted.
- (xvii) Selection will be based on interview or any other method decided by Management.
- (xviii) Selected candidate shall have no financial powers.
- (xix) The Consultant shall follow normal working hours and may work beyond office hours as per requirement without extra remuneration
- (xx) The Consultant shall submit periodic performance reports.
- (xxi) The Consultant shall sign a Non-Disclosure Agreement and maintain confidentiality.
- (xxii) The Consultant shall comply with provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- (xxiii) The Consultant shall not take up any other assignment during the tenure.
- (xxiv) Any dispute shall be subject to jurisdiction of Kolkata only.
- (xxv) Corrigendum/updates, if any, will be uploaded on Company website only.
- (xxvi) The number of vacancies may vary based on requirement.
- (xxvii) A panel may be prepared and kept valid for one year.

Important Dates:

- 1) Opening date of application : August 13, 2026
- 2) Last date of receipt of application: August 31, 2026