

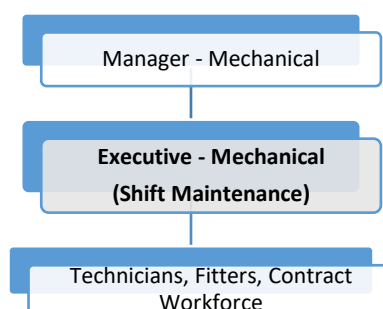
**JOB DESCRIPTION - CONFIDENTIAL**

|                             |  |
|-----------------------------|--|
| <b>Role Title</b>           | Executive – Mechanical (Shift Maintenance) |
| <b>Reports To</b>           | Manager – Mechanical                       |
| <b>Function/ Department</b> | Operations / Mechanical Maintenance        |
| <b>Band</b>                 | Professional                               |
| <b>Grade</b>                | Professional – 1                           |

**1. JOB PURPOSE**

To ensure reliable and safe operation of plant equipment by executing preventive, predictive, and breakdown maintenance activities during shifts, optimizing equipment performance, and ensuring compliance with safety and statutory standards in a chemical manufacturing environment.

**2. ORGANISATIONAL CHART**



**3. PRINCIPAL ACCOUNTABILITIES**

- 1. Maintenance Execution**
  - **Execute** preventive, predictive, and breakdown maintenance activities **to** ensure maximum equipment availability and reliability.
  - **Troubleshoot** plant equipment failures **to** restore normal operations with minimal downtime.
- 2. Shift Operations & Manpower Management**
  - **Allocate and supervise** manpower during shifts **to** ensure timely completion of maintenance jobs.
  - **Coordinate** with operations team **to** prioritize maintenance activities and avoid production losses.
- 3. Equipment Reliability & Performance**
  - **Monitor** performance of mechanical equipment (pumps, compressors, reactors, utilities, etc.) **to** ensure efficient functioning.
  - **Implement** corrective actions and improvements **to** enhance equipment life and performance.
- 4. Spares & Maintenance Planning**

- **Plan and ensure** availability of critical spares **to** avoid maintenance delays.
- **Maintain** records of maintenance activities and spares consumption **to** support planning and audits.

#### 5. Compliance, Safety & Housekeeping

- **Ensure** compliance with SOPs, ISO, Responsible Care (RC), DSS, and PSM standards **to** maintain statutory and safety requirements.
- **Follow and enforce** safety practices and good housekeeping **to** maintain a safe working environment.

#### 4. MAJOR CHALLENGES

- Handling breakdowns during critical production hours.
- Managing maintenance in continuous/batch chemical plant operations.
- Ensuring safety compliance under high-risk operating conditions.

#### 5. DECISIONS

- Immediate troubleshooting actions during equipment failures.
- Shift-wise manpower allocation for maintenance tasks.
- Prioritization of breakdown vs. preventive maintenance jobs.

#### 6. INTERACTIONS

##### Internal Clients

- Production / Operations Team
- Electrical & Instrumentation Team
- Stores & Purchase Department
- Safety Department

##### External Clients

- Vendors and service engineers
- Contractors and maintenance service providers

## 6. DIMENSIONS

### Financial Dimensions

- Impact on plant downtime and maintenance cost control
- Efficient utilization of spares and maintenance resources

### Other Dimensions

- **Total Team Size:** Shift-based team (technicians & contract manpower)
- **Number of Direct Reports:** 3–8 (shift-based)
- **Number of Outsourced Employees:** As applicable

## 6. SKILLS AND KNOWLEDGE

### Educational Qualifications

|   |
|---|
| a) Educational Qualifications <ul style="list-style-type: none"> <li>○ Minimum Qualification: B.E. / B. Tech. – Mechanical Engineering</li> </ul>   |
| b) Work Experience <ul style="list-style-type: none"> <li>• <b>Minimum 5 years</b> of experience in maintenance of chemical plants (batch or continuous process)</li> </ul>   |
| c) Functional/Technical Skills <ul style="list-style-type: none"> <li>▪ Maintenance of pumps, compressors, heat exchangers, reactors, utilities, etc.</li> <li>▪ Preventive &amp; predictive maintenance techniques</li> <li>▪ Troubleshooting of rotating and static equipment</li> <li>▪ Knowledge of ISO, Responsible Care (RC), DSS, PSM standards</li> <li>▪ Spare parts planning and maintenance documentation</li> </ul> |
| d) Specialist Skill/Niche Expertise <ul style="list-style-type: none"> <li>▪ Maintenance in Chemical Plant Batch or Continuous Process with Safety compliance</li> </ul>  |

## 7. BEHAVIORAL COMPETENCIES

- **Problem Solving** - Ability to diagnose equipment issues and take timely corrective action.
- **Execution Excellence** - Ability to handle maintenance activities efficiently during shifts.
- **Team Coordination** - Ability to manage technicians and collaborate across departments.

|   |  |
|---|--|
| <b>Written By</b>                       |  |
| <b>Approved By (Jobholder)</b>          |  |
| <b>Approved By (Immediate Superior)</b> |  |
| <b>Date (written on)</b>                |  |

## **ABOUT SILOX INDIA PRIVATE LIMITED:**

Silox India Pvt. Ltd. (SIPL) is an Indo-Belgium Joint Venture between Silox SA Belgium and Transpek Industry Limited. Its products are critical inputs for industries such as Tyre and Rubber Textile, Paper and Pulp, Paint and Plastics.

The company has attained a dominant presence in the Indian and Global markets through continual innovation as well as contemporary technology. The company has achieved a definitive edge over competitors and created value for stakeholders, emerging as the largest producer of Sodium Formaldehyde Sulphoxylate (Safolite™) and Zinc Formaldehyde Sulphoxylate (Safolin™) in the world. It is the only producer in the world with the capability to manufacture Sodium Hydrosulphite through dual routes i.e. Zinc route and Sodium Formate route. The company is also equipped with an integrated zinc chain through which it manufactures products like Zinc Dust, Zinc Oxide and Zinc Derivatives such as Zinc Phosphate, Zinc Carbonate, Zinc Active and Zinc Oxide HSA.

As an employer, SIPL offers:

- Strong and consistent business performance
- Culture of Empowerment and Entrepreneurial Spirit
- Organization-wide Strategic Initiatives like Safety Transformation, Responsible Care
- Culture with a blend of Indian family-values and professional systems/processes
- Performance & Merit based Rewards
- Respected Corporate Citizenship

SIPL is in the phase of transformation in terms of responsible manufacturing, sustainability practices, automation, expansion, capacity de-bottlenecking and people/culture practices.

This provides significant opportunities to learn, contribute and make a definitive impression in building of a world-class organization.

To know more, please visit our website: <http://www.silox-india.com>.

LinkedIn Profile Link: <https://in.linkedin.com/company/silox-india-private-limited>