Job description

Job Title: Head of Technical Textile- Nonwovens

Location: Pune

Job Type: Full-Time

Industry: Technical Textiles & Advanced Nonwovens Manufacturing

Department: Production/ Operations

Reports To: Managing Director

Company Description:

Xolopak India Ltd is a pioneering company in manufacturing sustainable consumable products for HORECA, Bakery and Home/Personal care industry in India. We operate in B2B and institutional business within this segment and have a pan India presence. Our products include single use wooden cutlery, ice-cream sticks and spoons, cake bases, Silver Pouches, luxury napkins etc. Our prestigious customers include some of the largest brands in the food and ice-cream industry.

Job Summary:

We are seeking a visionary, results-driven, and highly seasoned executive to lead the setup, commissioning, and business operations of our greenfield Technical Textile Park as the **Head of Technical Textile- Nonwovens**. This role offers a unique opportunity to build a state-of-the-art nonwoven manufacturing complex from the ground up, backed by cutting-edge technology from world-renowned technology providers like **ANDRITZ**.

The park will feature two high-capacity, multi-technology manufacturing lines:

- **Advanced Airlaid Manufacturing Line:** Equipped with multi-bonding capabilities—including latex bonding, thermal bonding, and hydrogen/hydro-bonding—designed to manufacture high-performance nonwoven substrates for premium table tops, industrial & consumer wipes, and specialized absorbent cores for feminine hygiene products.

- **High-Performance Spunlace Line:** Engineered specifically to process eco-friendly wood pulp and bamboo pulp substrates, producing top-tier upper and bottom layers for sanitary pads and bio-degradable hygiene grades.

    - **Core Technologies:** Airlaid Line (Multi-bonding) & Spunlace Line (Wood/Bamboo Pulp)
    - **Technology OEM Patner:** ANDRITZ Group
    - **Target Markets:** Table Top, Wipes, Feminine Hygiene & Absorbent Products (India & International)

Key Responsibilities:

A. Greenfield Project Execution & Technology Integration

- Lead the end-to-end setting up of the Technical Textile Park from site engineering, infrastructure layout, and utility planning to final plant commissioning.
- Serve as the single point of contact (SPOC) and technical partner working closely with ANDRITZ (and other technology/machinery suppliers) to define process specs, review line layouts, optimize machinery setup, and oversee SAT (Site Acceptance Testing) and line stabilization.
- Ensure adherence to project timelines, capital expenditure budgets (CAPEX), statutory compliance, environmental safety standardizations, and quality metrics.

B. Team Building & Operations Leadership

- Recruit, mentor, and establish a world-class organizational structure, bringing on board top-tier technical leadership, plant operations managers, process engineers, quality assurance, and commercial teams.
- Establish operational excellence, Lean manufacturing frameworks, Standard Operating Procedures (SOPs), safety guidelines (HSE), and Total Productive Maintenance (TPM) across both Airlaid and Spunlace operations.
- Drive operational efficiencies (OEE), scrap reduction, cost-per-ton optimization, and energy efficiency across lines.

C. Business Development, Market Creation & P&L Ownership

- Formulate and execute comprehensive commercialization strategies to establish market presence for Airlaid and Spunlace products in Domestic (India) and Global export markets.
- Identify strategic commercial partnerships with leading FMCG, feminine hygiene, personal care, wipe, and industrial absorbent brand owners, converts, and B2B distributors.

- Own full Profit & Loss (P&L) accountability, driving top-line revenue growth, gross margins, pricing models, and market penetration across target hygiene segments.

D. R&D, Product Innovation & Sustainable Materials

- Oversee process innovation and product development using natural fibers (wood pulp, bamboo pulp) and composite nonwoven structures.
- Expand application horizons across multi-bonded Airlaid (latex, thermo, hydro-bonded) and specialized bio-based Spunlace grades.
- Obtain international certifications (EDANA, INDA, ISO, OEKO-TEX, FSC, Biodegradability, etc.) required for global compliance.

Required Skills & Experience:

The ideal candidate will be a seasoned technical nonwovens leader with deep operational, technology engineering, and business development experience in any of the following nonwoven sectors:

- **Pulp-based Spunlace / Flushable Nonwovens:** Hands-on expertise in hydroentanglement processes incorporating wood pulp, bamboo pulp, or viscose blended with synthetics/natural fibers for wipe or hygiene applications.
- **Spunmelt / Spunbond Nonwovens:** Strong operational leadership in PP/PET Spunbond, SMS, SMMMS lines dedicated to medical and hygiene applications.
- **PP Spunlace Nonwovens:** Solid experience in processing polyolefin/polyester fibers via high-pressure water jet entanglement.
- **Airlaid Nonwovens:** Direct experience or thorough technical working knowledge of airlaid web forming and multi-bonding technologies (Latex, Thermal, Hydrogen bonding).

Key Competencies & Qualifications:

• **Educational Background:** Bachelor's / Master's degree in Textile Technology, Polymer Science, Chemical Engineering, Mechanical Engineering, or equivalent. An MBA / Leadership degree is a strong advantage.

• **Industry Experience:** 18 to 25+ years of total experience in the Nonwovens / Technical Textiles sector, with at least 5-8 years in a senior plant leadership, Head of Projects, or Business Head position.

• **Technology OEM Familiarity:** Prior experience negotiating, engineering, or operating capital equipment from tier-1 nonwoven OEM partners like ANDRITZ (Küsters/Perfojet), Truetzschler, Reicofil, or similar.

- **Commercial & B2B Acumen:** Proven track record of building B2B nonwoven roll-goods business across hygiene, medical, wiping, or tabletop sectors in India and key export destinations (Europe, USA, SEA, Middle East).
- **Project Management:** Demonstrated success in leading multimillion-dollar greenfield manufacturing setup from layout planning to commercial production.

Key Leadership Opportunity:

This role provides entrepreneurial autonomy to establish and run a benchmark Technical Textile Park in India. The Head of Project will have the opportunity to revolutionize eco-friendly hygiene products (pulp-based spunlace & multi-bonded airlaid) and spearhead market deployment both nationally and globally.

Xolopak India Limited is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.