Job description

Job Title: Production Manager- Sanitary Pads & Hygiene Products

Location: Pune

Job Type: Full-Time

Department: Production/ Operations

Reports To: Managing Director

CTC- 15-18 LPA

Direct reports: Production, Maintenance & Engineering, Quality Assurance / Quality Control, Planning & Stores, EHS, Plant HR/Admin (via functional heads)

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 looking for a seasoned production Manager to lead end-to-end plant operations for our sanitary napkin and personal hygiene product lines. The role carries full ownership of production, quality, cost, safety, compliance and people, and is accountable for delivering output at the required quality, yield and cost, with a strong focus on high-speed sanitary pad conversion lines.

Key Responsibilities:

1. Production & Operations Management

- Lead daily plant operations across sanitary pad lines (including ultra-thin, XL and overnight variants) and allied hygiene products such as baby diapers, adult incontinence products, panty liners and wipes, where applicable.
- Ensure achievement of production plans, OEE, line efficiency, throughput and on-time delivery targets.
- Drive reduction of material wastage, rejections, downtime and changeover time across converting, packaging and secondary packing lines.
- Work with Planning, Sales and Supply Chain on production scheduling, capacity planning and demand fulfilment.

2. Quality & Regulatory Compliance

- Maintain product quality in line with BIS standards (IS 5405 for sanitary napkins), and applicable FDA/medical-device-type and customer specifications.
- Ensure GMP, hygiene-zone discipline, clean-room and contamination-control practices suitable for products in contact with the body.
- Lead implementation and maintenance of ISO 9001, ISO 13485 (where applicable), ISO 14001 and ISO 45001 certifications, and prepare the plant for customer, regulatory and third-party audits.
- Oversee root cause analysis, CAPA, complaint investigation and change control.

3. Technical & Process Leadership

- Provide deep technical oversight on raw materials (fluff pulp, SAP, nonwovens, release paper, films, adhesives, hot melts) and their impact on product performance.
- Lead process optimisation, new product trials and scale-up in coordination with R&D and Quality.
- Evaluate, select and commission new machinery; oversee installation, validation and stabilisation of new lines.
- Drive automation, digitisation (MES, SCADA, vision inspection) and modernisation of lines.

4. Maintenance & Engineering

- Ensure high equipment uptime through preventive and predictive maintenance, spare-parts planning and TPM practices.
- Oversee utilities including compressed air, HVAC, dust extraction, steam and power, with a focus on energy efficiency.
- Manage capex projects for capacity expansion, debottlenecking and replacement.

5. Cost, Budgeting & Financial Management

- Own the manufacturing budget, conversion cost, material yield and cost-per-unit targets.

- Drive continuous improvement through Lean, Six Sigma, Kaizen and 5S to improve productivity and reduce cost.
- Track and report plant KPIs and MIS to senior management on a regular basis.

6. Environment, Health & Safety

- Create and sustain a zero-harm safety culture; ensure statutory compliance under the Factories Act and related labour, pollution-control and fire-safety laws.
- Oversee waste management, effluent and emissions compliance, and sustainability initiatives (including waste reduction and recyclability).

7. People Leadership

- Build, mentor and retain a high-performing team of engineers, supervisors and operators.
- Drive skill development, succession planning, multi-skilling and a strong performance culture.

Required Qualifications:

- **Education:** B.E./B.Tech in Mechanical, Chemical, Production, Industrial, Polymer or Paper & Pulp Engineering. MBA or PG diploma in Operations Management is an advantage.
- **Certifications (preferred):** Lean / Six Sigma Black Belt, internal auditor for ISO standards, TPM.

Preferred Experience:

- 18–25 years of manufacturing experience, with at least 8–10 years in a senior plant or operations leadership role.
- **Must have** extensive, hands-on experience in sanitary pad manufacturing; experience in baby diapers, adult diapers or other medical / personal hygiene products is strongly preferred.
- Proven track record of running high-speed converting lines, commissioning new lines and managing multi-line plants.
- Experience managing large teams (200+) in a regulated, high-volume FMCG or healthcare manufacturing environment.

Key Skills & Competencies:

- Strong knowledge of absorbent hygiene product (AHP) processes: fluff pulp defibration, SAP dosing, core forming, lamination, embossing, ultrasonic and thermal bonding, adhesive application, cutting, folding, wrapping and packing.
- Familiarity with leading machine suppliers and technologies in the hygiene industry.
- Strong command of OEE, TPM, Lean, Six Sigma and data-driven problem solving.

- Sound understanding of GMP, quality systems, regulatory norms and audit readiness.
- Capex planning, vendor negotiation and project management ability.
- Excellent leadership, decision-making, communication and stakeholder management skills.

Key Performance Indicators:

- Production volume vs plan, OEE and line efficiency
- Material yield and wastage percentage
- Cost per unit and conversion cost vs budget
- Quality metrics: customer complaints, rejection rate, audit findings
- On-time delivery and order fulfilment
- Safety performance (LTIFR, incidents) and compliance record
- Attrition, training hours and talent development

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