



01.07.2026

RECRUITMENT ADVERTISEMENT
**DEPUTY MANAGING DIRECTOR/ CHIEF OPERATING
OFFICER (COO)**

Bharatiya Beej Sahakari Samiti Limited (BBSSL), established in January 2023 under the Ministry of Cooperation, Government of India, is a premier national multi-state cooperative dedicated to strengthening India's seed ecosystem through quality seed production, efficient supply chains, farmer-centric services and institutional excellence.

Having commenced commercial operations in FY 2024-25, BBSSL achieved a turnover of approximately ₹225 Crore in FY 2025-26 and is poised for significant expansion across production, processing, marketing and distribution of quality seeds throughout the country. To support its next phase of growth, BBSSL invites applications from accomplished professionals for the following position:

Post	No. of Posts	Location	Nature of Engagement
Deputy Managing Director / Chief Operating Officer (COO)	01 (One)	Corporate Office, Delhi NCR	Regular / Contractual

1. ROLE PROFILE

The Deputy Managing Director (DMD) /Chief Operating Officer (COO) shall function as the second-in-command of the organisation and work closely with the Managing Director in providing strategic leadership, strengthening institutional governance, driving business growth and ensuring operational excellence across the organisation. The incumbent is expected to provide leadership across business operations while contributing to policy formulation, organisational development and long-term strategic planning.

2. KEY RESPONSIBILITIES

The Deputy Managing Director shall, inter alia, be responsible for:

- Assisting the Managing Director in strategic planning, business expansion and organisational development.
- Providing executive leadership across the seed value chain including production, procurement, processing, quality assurance, inventory management, logistics, marketing and distribution.
- Driving operational excellence, productivity improvement and process standardisation across all business functions.
- Strengthening corporate governance, internal controls, risk management and regulatory compliance.
- Leading digital transformation, business process improvement and technology-enabled modernisation initiatives.

- Developing business strategies for sustainable growth, profitability and market expansion.
- Building strong partnerships with member cooperatives, farmers, Farmer Producer Organisations (FPOs), State Seed Corporations, Government agencies, research institutions and other stakeholders.
- Monitoring organisational performance through measurable business and operational indicators.
- Supporting the Board of Directors and Managing Director in implementation of strategic initiatives and organisational policies.
- Developing leadership capability and fostering a high-performance organisational culture.

3. ELIGIBILITY CRITERIA

3.1 Educational Qualification

Essential:

- Postgraduate Degree in Agriculture, Agricultural Sciences, Agribusiness Management, Rural Management, Business Administration, Management or any allied discipline from a recognised University / Institution.

Desirable:

- MBA / PGDM in Agribusiness, Operations, Supply Chain Management, Finance or Strategic Management.
- Additional qualifications in Cooperative Management, Public Administration, Corporate Governance or related fields shall be an added advantage.

3.2 Experience

- Minimum 20 (Twenty) years of progressively responsible professional experience.
- At least 10 (Ten) years in senior executive or leadership positions.
- Demonstrated experience as Plant Head/Business Head/Head of Operations with P&L responsibilities.
- Significant experience in the seed sector, including exposure to seed production, procurement, processing, quality assurance, marketing, distribution or allied agricultural value chains.
- Demonstrated experience in managing large, multi-location organisations with diverse teams and business operations.
- Proven experience in strategic planning, institutional development, organisational transformation and business growth.
- Experience of working with Government organisations, cooperative institutions, public sector undertakings or large private enterprises shall be desirable.
- Experience in implementing systems, governance frameworks, digital transformation initiatives or enterprise-wide business improvements shall be an added advantage.

3.3 Age

Preferably not exceeding 58 (Fifty-eight) years as on the last date of receipt of applications. Relaxation in age may be considered for exceptionally qualified and experienced candidates at the discretion of the Competent Authority.

4. ESSENTIAL COMPETENCIES

- Visionary and strategic leadership.
- Strong administrative and organisational management capabilities.
- Sound understanding of corporate governance and institutional management.

- Commercial orientation with strong financial and business acumen.
- Ability to lead large, multidisciplinary and geographically dispersed teams.
- Sound decision-making capabilities in dynamic and complex business environments.
- Excellent stakeholder management, relationship-building and negotiation skills.
- High standards of integrity, transparency and professional ethics.
- Strong communication and interpersonal abilities.
- Deep commitment to cooperative values and farmer-centric inclusive development.

5. COMPENSATION & BENEFITS

The compensation package shall be attractive and commensurate with qualifications, experience and overall suitability of the selected candidate. The selected candidate may also be eligible for performance-linked incentives as per the organisational policy.

6. SELECTION PROCESS

The selection shall be based on evaluation of academic qualifications, relevant experience, demonstrated leadership capability and personal interaction before a duly constituted Selection Committee. BBSSL reserves the right to shortlist candidates based on organisational requirements and may not call all applicants for the selection process. The decision of the Competent Authority shall be final and binding.

7. GENERAL TERMS & CONDITIONS

- Applications that are incomplete or not in the prescribed format shall be summarily rejected.
- The number of vacancies advertised is indicative. BBSSL reserves the right to increase, decrease or withdraw the advertised vacancy at any stage without assigning any reason.
- Canvassing in any form shall disqualify the candidature.
- Candidates already employed in Government / Public Sector / Cooperative organisations must submit a No Objection Certificate (NOC) from their current employer at the time of interview.
- BBSSL shall not be responsible for any postal delay or loss of applications in transit.
- The decision of the Management of BBSSL in all matters relating to this recruitment shall be final and binding on the candidates.

8. HOW TO APPLY

Interested and eligible candidates are required to submit a detailed Curriculum Vitae (CV) along with a covering letter specifically highlighting their suitability for the position. Applications must be submitted within 15 (Fifteen) days from the date of publication of this advertisement.

Mode Details

By E-mail (Preferred)

info@sahakarbeej.in
(Subject: Application for Deputy Managing Director/ Chief Operating Officer)

By Post

Managing Director
Bharatiya Beej Sahakari Samiti Limited
8th Floor, Tower – I, World Trade Centre,
Nauroji Nagar, Safdarjung Enclave, New

Delhi - 110029

Join BBSSL in building a globally competitive, professionally managed and farmer-centric cooperative enterprise - dedicated to strengthening India's seed security and agricultural prosperity.

Managing Director
Bharatiya Beej Sahakari Samiti Limited