

**K.T. SRINIVASAN**

155, T V Kabilan Nagar, MC Road, Thanjavur, TamilNadu, India

Telephone No: India +917373417847, +250737440002 (Rwanda)

Email ID: kts_majestic@yahoo.com

Career Summary:

Experienced agricultural professional skilled in Crop management activities. Great ability to put agricultural knowledge into practice and get top-notch results. 30 Years experience in sugarcane farming and one year in Oil palm plantations. Previously assumed managerial responsibilities and oversaw the accomplishment of agricultural chores. Successfully quadrupled crop yield while in charge of the farms, and witnessed a good rise in farm earnings.

Education and Professional Training

- ❑ **B.Sc. Agricultural Science, TNAU-Coimbatore (1988-1992)**
- ❑ **M.Sc. Sugarcane technology, TNAU-Coimbatore (2009)**
- ❑ **Life Member in South Indian Sugar and Sugarcane Technologists Association (SISSTA)**

Career Path

Year	Position
Mar2024- working	Senior Estate Manager- Wilmar International Oil palm Plantations, Cross River state, Nigeria
Dec2021- Feb2024	Head-Plantation- Kabuye Sugars, Madhvani group, Kigali, Rwanda
Jan2021- Nov2021	Plantation Manager, Hoima Sugars Ltd, Uganda
Jan2017-Dec2020	Agriculture Manager, Sunbird Bio energy, Sierra Leone, West Africa
June2016-Dec2016	Agriculture Planning Manager-White Nile sugars, Sudan
Jan2015-May2016	Agriculture Manager-Sukari Industries, Kenya
Nov2012-Dec2014	Manager-R&D, Rajshree sugars, Gingee, India
May2007-Oct2012	Manager-Operations, EID Parry(I) Ltd, Pudukottai, India
Feb2005-Apr2007	Asst. Cane Manager-Thiru Arooran Sugars, Kumbakonam, India
Oct2004-Jan2005	Manager-Pest control-M. Walshe, Chennai, India
Oct1997-Sep2004	Senior cane Officer-Thiru Arooran Sugars, Kumbakonam, Tamilnadu, India
Feb1993-Sep1997	Cane Officer-EID Parry(I) Ltd, Nellikuppam, TamilNadu, India

Professional Experience:

Senior Estate Manager-Wilmar International -Nigeria: Managed 2600ha of Oil palm

- Plan, implement, and monitor all plantation activities such as planting, manuring, pest control, pruning, and harvesting.
- Ensure optimal utilization of resources including land, labor, and machinery.
- Develop and execute annual work plans and budgets for the estate.
- Ensure compliance with standard operating procedures (SOPs) and best agricultural practices. Supervise, train, and evaluate the performance of estate staff, including supervisors, workers, and administrative personnel.
- Address labor issues, grievances, and maintain worker morale.
- Ensure compliance with labor laws and provide a safe and conducive working environment.
- Prepare and manage the estate's budget, ensuring cost control and profitability.
- Monitor expenses, revenue, and profitability of the estate.
- Report on financial and operational performance to senior management.
- Oversee the maintenance of estate infrastructure, including roads, drains, ramps, and staff quarters.
- Ensure proper upkeep and functionality of machinery and equipment.
- Monitor yield and implement strategies to improve productivity and reduce losses.
- Maintain the quality of fresh fruit bunches (FFB) to meet mill requirements.
- Investigate and address issues affecting yields, such as pests, diseases, or nutrient deficiencies.
- **Ensure compliance with local regulations, environmental guidelines, and certification standards -RSPO**
- Maintain accurate records of estate operations, including harvest data, payroll, and inventory.
- Provide regular reports to the estate owner or corporate management.
- Implement sustainable agricultural practices to minimize environmental impact.
- Manage waste responsibly, including the recycling of empty fruit bunches (EFB) and effluents.
- Monitor and protect biodiversity in and around the plantation.
- Address emergencies, such as pest infestations, natural disasters, or worker strikes.

Plantation Manager-(Dec21-Feb2024) Madhvani group:

- *Heading the Agriculture Department and managing **4,500 Hectares** of sugarcane crop in the marsh lands of Nyabarongo and Akagera River Swamps.*
- *Achieving the Key focus areas of the Nucleus Estate division, out growers' division and Auto-Workshop division for the targeted clean cane supply, ensuring targeted sugar recovery with best kill to Mill timings.*

KEY RESPONSIBILITIES:

- *Developing an annual Agricultural Plan (including Land Preparation, Seed Cane Development, Cane Planting, Crop Upkeep, Cane Yield Estimation and Harvesting Schedule) and ensuring implementation of the Agricultural Plan for achieving the budget crop production and Cane Supply.*
- *Developing new cane varieties in coordination of Kakira Research farm head.*
- *Preparing the Annual Capital and Operating Budget for the Plantation Department and ensuring the compliance of the budget.*

- *Arranging and supply of inputs viz; Fertilizers, Weedicides, Lime and other farm inputs for timely application to ensure the crop yield is achieved as per the budget.*
- *Coordinating, Facilitating and guiding the team of staff (Estate Managers, Auto-workshop Engineer and Out Growers Section head) for achieving the budget.*
- *Ensuring the Field Records is maintained up to date with the inputs utilized including updating of the cane inventory.*
- *Developing and ensuring the adherence of standard operating procedures for achieving the efficiency parameters.*
- *Developing and Maintaining Feeder roads for smooth transportation of cane from Estate and out growers to Factory.*
- *Ensuring the periodical maintenance of the Drainage System (Primary Drainage Canals-60 K.M. And Secondary Drainage Canals, Culvert Bridges and Flap Gated Outlet Structures) developed under Sugar: Make It Work Project.*
- *Ensuring the proper maintenance of cane haulage Fleet for achieving the budget Estate cane supply target and to manage the expenses within the approved budget.*
- *Liaising without- growers farmers, Cooperatives and Water Management Organizations for effective maintenance of the infrastructures developed under Sugar: Make It Work project.*
- *Preparation of Annual Training Schedule for the development of Local staff and Technical & Capacity Building Trainings for the Farmers' Cooperatives.*
- *Conducting Field Trails and Demonstrations for assessing the performance of New Varieties, Spacing Trials, and Intercropping of Short Term Food crops with Sugarcane and Multiplication of Green Manure crop.*
- *Liaising with Local and Central Government for the compliance of Environment, Safety regulations and applicable Labor Laws.*
- *Ensuring that there is no Child Laborer engaged in Estate and sensitizing the out growers on the policies of the Government of Rwanda.*

Plantation Manager-Hoima sugars Ltd, Uganda (Jan2021-Nov21)

- *I am fully responsible of the overall operation of 30000ac company new project plantations.*
- *Working closely with other department heads of the company to facilitate cost effective operation.*
- *Providing leadership and strategic guidance to all Agriculture aspects (R&D, Development, Harvesting, and Maintenance).*
- *Involved in the planning and execution of the expansion plan.*
- *Oversees the daily operations of the estate – be responsible for the human capital development, asset utilization and preservation and operational performance.*
- *Inspect the plantations and prepare submission written report after each visit detailing the state and conditions of all aspects of the estate together with necessary recommendation.*
- *Provide recommendations on all agricultural aspects of the development and operation of the estates conformance to best developed practices.*

- *Conducting soil surveys, collections of soil samples and interpretation of data.*
- *Ensure all plantations are within the framework of Environment policies and responsibilities.*
- *Ensure all work operations in a safe and responsible manner*
- *Planning and managing the estate budget to ensure operating expenses and profitability are maximized.*
- *Build relationships with key stakeholders and local government and community around the estate.*

Agriculture Manager-Sunbird (Addax) Bio energy, Sierra Leone- W.Africa-

Jan 2017-Dec2020)

- *Responsible for development of land & cane cultivation practices in the estate*
- *Monitored and Maintained 6000ha of cane ,650ha of cassava and 350ha of upland Rice and Maize with all management activities in uplands and swamps*
- *Standardized and implementation of agronomic practices for both cane and cassava cultivation*
- *In charge of developing and introducing cost effective mechanization for sugarcane cultivation.*
- *Collecting soil samples and interpreting the data. Fertilizer recommendations based on soil data.*
- *Planned and scheduled farming activities and performed farming activities such as planting, cultivating, Pivot irrigating, harvesting and transportation of cane to the factory.*
- *Providing instructions, supervising, monitoring and fine tuning the farm supervisors and farm workers*
- *Scheduling daily farm activities and monitoring the farm supervisor and ensuring all activities as per plan*
- *Monitoring Pest-Eldana borer in Sugarcane-Light traps and borer management.*
- *Handled the tasks of estimating cane and ensure the targeted yield and production of cane*
- *Handled the tasks of maintaining proper records and reports in standards and maintaining the weekly and monthly reports-CMS*

Agriculture Manager-Planning –White Nile Sugars-Sudan-(June2016- Dec2016)

- *Monitoring and Maintained 4500ha of cane with all cane management activities in the estate*
 - *Planning and implementation of all agronomic practices for cane cultivation*
 - *Develop agriculture planning section structure and Implement system and templates for all plans documents and reports.*
 - *Develop and select appropriate planning tools and techniques for agriculture operation and ensure all activities are as planned.*
 - *Liaise with other agriculture sections to prepare operation plans, procedures and policies for all agriculture activities such as: land development, planting, irrigation, field management, harvesting and cane transport.... etc.*
 - *Coordinate with other sections and departments to prepare the annual budget and follow up budget performance to maintain accurate financial records and prepare comparative analysis*
 - *Handling paperwork and keeping all historical and statistical records for the agriculture department and all activities*
 - *Develop and provide daily, weekly, monthly, quarterly and annual performance and production reports for all agriculture operation activities and prepare comparative analysis also insure data accuracy.*

Agriculture Manager-(Cane development)
Sukari Industriesltd, Kenya (Jan2015 -May 2016)

- *Monitoring and Maintained 1500ha of cane with all cane management activities in the estate and 2500ha from out growers*
- *Plan activities to maximize the availability of sugarcane areas and ensure constant mill crushing*
- *Direct and manage the field supervisors and assistants; plans the strategic direction of the department and Conduct review meetings and training programmed for the farm supervisors*
- *Select farmers and croplands and facilitate the supervisors. Decide and advise the farmers on the kind of varieties to grow, the area to be planted and educate with all technical inputs*
- **Manager Agronomy, R&D,**
- **Rajshree sugars and chemicals, Gingee, Tamilnadu(Nov2012-Dec2014)**
 - *The major activity of the Agronomy research emphasis on yield improvement, cost reduction technologies, establishing soil lab, mapping the soil fertility and prescribe the optimum fertilizer schedule for the command area,*
 - *Identify suitable new herbicides for both mono and dicot weeds,Source and study new implements for mechanized farming ,*
 - *Develop a targeted yield approach package for 70 t/ac yield Wetland development.*
 - *Conduct of pest survey helps us to get a clear picture of pest status on different tracts of cane growing area.*
 - *selection of superior sugarcane varieties with high yield and sucrose content with optimum fibre content*
 - *Develop quality nursery for breeder seed through tissue culture seedlings and production of chip bud seedlings for nursery programme.*
 - *Evaluate AICRP (S) and Co-Ordinated Agronomic experiment (CAE) clones for our soil and climatic conditions.*
 - *Technical guidance and support for extension team*
 - *Monitored and performed the FARM ACTIVITIES*
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- **Manager –cane operations, EID Parry (i)ltd,Pudukottai, Tamilnadu(May2007-Oct2012)**
 - *Responsible for development of cane cultivation practices among farmers.*
 - *Introduction of cane mechanization in cane cultivation, viz., CNH harvesters and other implements.*
 - *Responsible for Division in charge and Planting targets through motivating and Developing staff, consistently achieving and surpassing Key Performance Indicators Reviewing and evaluating weekly Planting achievement*
 - *Responsible for overall cane supply management Training of farmers and cane department staff on sugarcane cultivation and other crop technologies*
 - *Pioneered development of subsurface drip irrigation system and a new subsurface drip laying equipment. Responsible for formulation and monitoring of drip fertigation and irrigation schedules to farmers.*

Officer-cane development/Assistant manager –cane operations, Thiru
Arooransugars, Ltd, Kumbakonam, Tamilnadu-1997-2003,2004-2007

- *Joined the company, at its inception.*
- *Developed the cane area and launched the Polybag and Raised Bed seedlings method of cane planting*
- *Responsible for cane area of 2100acres in wetland.*
- *Worked and executed Drought management practices and introduced DRIP technology to overcome drought.*

Officer-cane development/officer –cane operations/extension, EID Parry-Nellikupam-1993-1997

- *Supply of farm inputs and interaction with the growers to educate them with latest agri techniques.*
- *Implementation of 3-tier system of Nursery and TC /poly bags seedlings.*
- *Promoting improved technology through field demonstration, pamphlets and training.*
- *Developing community poly bag nursery seedlings for gap filling.*
- *Introducing and promoting new varieties for high yield and quality*

Marketing Manager-Technical, Pest control,Chennai-(2003-2004)

- *One and half year experience in marketing pest control inputs and in fumigation of cargo vessels and ships and containers.*
- *Introducing new customers like Cadbury's, Ponds , Alpenlibe and Ford under pest control job*
- *Experience in marketing household pesticides*
- *Rich Experience in controlling pest in export containers by means of Fumigation.*
- *Initiated pest control in organizations like Cadburys, Alpenliebe, Ponds (i) Ltd.*
- **COMPUTER SKILLS**
- *Windows, PowerPoint, Word, , and Excel.-Developed Agriculture management system and implemented in African based sugar industries*
- **Awards and Recognition**
- *Jawaharlal Nehru science talent award-1988*
- **Professional profile**
- *Dedicated and innovative person with self-confidence and strong desire to make a long term contribution to the growth of the organization. Motivating staffs for team spirit and in creating good working environment*

Trainings Attended

- ✓ *Workshop on Stress management conducted by HR and Management Agency Ltd., Chennai in 1998.*
- ✓ *Workshop on Effective talent management conducted by HR and Management Agency Ltd-chennai (2011).*

Strength

- Exemplary leadership and supervisory skills
- Innovative problem-solving abilities
- More than **28years experience** in sugar industry and managing the large Scale commercial farm (**other crops like cassava and maize**) including corporate and contract farm, crop production, Procurement and Extension activities in India and abroad.
- Through Knowledge and experience in field crops
- Managing the farm/Plantation Management and production & procurement activities by Enterprise Resource Planning (Farm Management, Agricultural material purchase and inventory)
- Plan for the Budget, Manpower and Training and performance review. In other words, Total Farm Management.
- Proficient in Microsoft word and Excel, power point and Cane Management System.
- Developed the succession Plan in Place.
- Personal qualities Cost conscious, result oriented and a team player always.

Personal details

- Date of Birth- : 18TH JULY1971
- Languages Known: English, Tamil (write and read) & Sowrashtra (To speak only)
- Nationality: Indian
- Marital Status: Married –supported with Two kids
- Permanent Address: 155, TV Kabilan Nagar, MC Road, Thanjavur, TamilNadu, India
- **Mobile No-India-+917373417847, Rwanda-+250-737698568**
- **SKYPE ID : ktsvasan18**
- **Passport Details: L2564514-VALID UP TO 17.06.2033**
- Notice Period-Two months