

Job Title	: Tannery Manager
Department	: Production / Operations
Location	: Bantala / Kasba, Kolkata, WB
Reports To	: Factory Head / Operations Director
Salary	: As per Industry Standard
Joining	: Immediate

Please upload your CV at malay@stichwell.com

Job Summary

The Tannery Manager is responsible for overseeing complete tannery operations including raw hide processing, tanning, finishing, quality control, machinery maintenance, workforce management, and environmental compliance. The role ensures production targets, quality standards, and safety regulations are met while optimizing costs and efficiency.

Key Responsibilities

1. Production Management

- Plan, organize, and supervise all stages of leather processing: soaking, liming, fleshing, tanning, dyeing, fatliquoring, drying, staking, and finishing
- Ensure production schedules are achieved as per order requirements
- Monitor chemical usage and process parameters for consistent leather quality
- Reduce wastage and improve yield of hides/skins

2. Quality Control

- Ensure leather meets required grading standards (thickness, softness, colour consistency, finish quality)
- Work closely with QC team to resolve defects such as loose grain, wrinkles, uneven dyeing, or poor finishing
- Implement quality improvement systems and SOPs

3. Machinery & Equipment Oversight

- Supervise maintenance of drums, sammying machines, shaving machines, staking machines, spray booths, vacuum dryers, etc.
- Coordinate preventive maintenance to reduce downtime
- Ensure proper calibration and safe operation of equipment

4. Workforce Management

- Manage supervisors, machine operators, chemical handlers, and labour staff
- Conduct training on tanning techniques, chemical handling, and safety procedures
- Ensure proper shift planning and productivity monitoring

5. Chemical & Inventory Control

- Monitor consumption of tanning chemicals, dyes, fatliquors, and finishing materials
- Maintain stock records and coordinate procurement with purchase department
- Ensure proper storage and handling of hazardous materials

6. Environmental & Safety Compliance

- Ensure compliance with pollution control board norms and ETP (Effluent Treatment Plant) operations
- Monitor waste disposal, sludge handling, and water treatment processes
- Implement workplace safety measures and use of PPE
- Maintain documentation for audits and inspections

7. Cost & Efficiency Management

- Control production costs through efficient use of chemicals, water, and energy
- Improve process efficiency and reduce reprocessing
- Analyze production reports and suggest improvements

8. Coordination & Reporting

- Coordinate with procurement, finishing, quality, and dispatch departments
- Prepare daily/weekly production and quality reports for management
- Assist in developing new leather finishes and process improvements

Required Skills

- Strong knowledge of leather tanning processes and chemicals
- Understanding of leather grading and quality standards
- Knowledge of tannery machinery operations
- Familiarity with environmental compliance & ETP systems
- Leadership and workforce management skills
- Problem-solving and decision-making ability

Qualifications

- Diploma/Degree in Leather Technology / Leather Engineering / Chemical Engineering
OR
- 8–15 years of practical tannery production experience

Experience

- Minimum 8 years in tannery operations
- At least 3–5 years in a supervisory or managerial role

Key Performance Indicators (KPIs)

- Production target achievement
- Leather quality rejection rate
- Chemical consumption efficiency
- Machine downtime reduction
- Compliance with pollution control standards
- Labor productivity