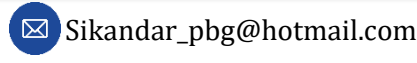
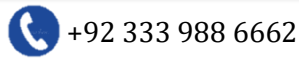




SIKANDAR SHAH

Area Manager | MS Plant Breeding and Genetics | Pakistan Tobacco Company

A High Achiever & Result oriented Business Administration, Management & Personnel. Qualified Agricultural Professional with 10+ Years of Experience in Business Management & Development of Tobacco Business in Pakistan.



CAREER SUMMARY

Qualified Agricultural Professional with 10+ Years of experience in Business Management & Development of Tobacco Business in Pakistan. Impeccable abilities & extensive experience in administration, supervision, management, operations management, project management, relationship management, key accounts management and health & safety. Impeccable ability of team development and excellent relationship management with all Stakeholders.

Ability to prioritize and develop an effective work plans to manage multiple processes & procedures simultaneously. Works in stable and mature atmosphere to achieve assigned targets & goals.

SKILL & EXPERTISE

- ✓ Business Management
- ✓ Operations Management
- ✓ Budgeting & Forecasting
- ✓ Training & Development
- ✓ Excellent Communication
- ✓ Adaptable & Flexible
- ✓ Project Management
- ✓ Self-Reliant & Focused
- ✓ Research & Analysis
- ✓ Effective Presentation
- ✓ Planning & Scheduling
- ✓ Planner & Organizer
- ✓ Quality Management, Quality Control
- ✓ Key Account Management
- ✓ Team Manager & Team Player
- ✓ Efficient Problem Solving
- ✓ Quick Decision Making
- ✓ Client Relations Development
- ✓ MS Office
- ✓ Internal Control
- ✓ Time Manager
- ✓ Audit & Compliance
- ✓ Analytical Thinking
- ✓ EHS Standards

EDUCATIONAL BACKGROUND

M.Sc. (Hons) Plant Breeding and Genetics	The University of Agriculture, Peshawar Pakistan	3.95/4 CGPA	2013
B.Sc. (Hons) Plant Breeding and Genetics	The University of Agriculture, Peshawar Pakistan	3.95/4 CGPA	2009

PROFESSIONAL EXPERIENCE

Area Manager | Leaf Operations | Pakistan Tobacco Company | Swabi, KPK Pakistan **Jun 2018 – Feb 2021**

Job Description

- Ensure effective supervision /extension services by the field staff to produce the desired style of tobacco.
- Being a core member of STP, coordinate with regional team for the implementation of best practices, integrated Pest Management, and sustainable tobacco program.
- Organize training & education of field staffs as well as farmers on sustainable tobacco program (STP), integrated pest management (IPM) and safe usage of agricultural chemicals.
- Organize seedbed, plantation, and production surveys effectively to ensure accurate volume forecasting.
- Ensure purchase of target leaf volumes at a planned grade mix, quality, and price.
- Contribute to deliver the Regional Leaf Plans aligned with the Leaf Operations Strategy
- Ensure availability of recommended crop inputs to growers e.g., Seed, Fertilize, Pesticide & Suckericide etc.
- Prepare Area budgets & establish budgetary control through proper monitoring to sustain crop expenses.
- Monitor and analyze competition activities in the area to develop and implement effective strategy for leaf buying and other activities.
- Being a regional EHS coordinator, maintain EHS standards of the company in the depot premises as well as within the region.
- Coordinate Afforestation Project for Leaf Operations to develop sustainable wood fuel supply chain with enhanced traceability.

Leaf EHS Executive | Leaf Operations | Pakistan Tobacco Company | Swabi, KPK Pakistan **Feb 2017 – Jun 2018**

Job Description

- Conducted risk assessments of all the leaf depots to highlight all potential risks and their mitigation plan.
- Assisted EHS Manager on safe observation reporting, accident/incident investigations. Ensured all safety trainings, recourses for leaf population.
- Coordinated Fire drills and first aider training & refreshers.
- Conducted environmental destructive and non-destructive testing in all leaf depots and mitigation plan in case of any non-compliance.
- Reviewed and implemented EHS Master Plan and enhancement of its effectiveness by ensuring implementation of best practices.
- Did inspection of all EHS related equipment and their maintenance i.e., Fire Hydrant, Fire Extinguishers etc.
- Managed an effective and continuous environmental system that ensures compliance to company standards.
- Ensured Zero Loss Journey by empowering leaf employees on EHS standards.
- Ensured Safety at farm level – to make sure safety of our farmers by adopting key best practices as per the STP guidelines.
- Did strengthen work to permit system.

Senior Field Officer | Leaf Operations | Pakistan Tobacco Company | Swabi, KPK Pakistan **Dec 2016 – Feb 2017**

Field Officer | Leaf Operations | Pakistan Tobacco Company | Swabi, KPK Pakistan **Jan 2012 – Dec 2016**

Research Officer | HEC Funded Project - The University of Agriculture | Peshawar **Jan 2010 – Nov 2011**

- Collection and characterization of indigenous varieties of brassica.
- Conduction of different trials on brassica crop, data recording and relevant statistical analysis.



SIKANDAR SHAH

Area Manager | MS Plant Breeding and Genetics | Pakistan Tobacco Company

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Swabi, KPK, Pakistan

PROJECTS

- ☆ Afforestation – PK Leaf Operations
- ☆ Project Growing Excellence
- ☆ Sustainable Tobacco Production – Farm Safety
- ☆ Farmer Base Management
- ☆ Environment Health & Safety
- ☆ Integrated Working System

HONORS & AWARDS

Award of Excellence	Supply Chain Leaf Department. PTC	2019
IOSH Managing Safely	Pak Safety Solutions	2018
Gold Star Award	EHS Executive, PTC	2018
You Rock Awards – 13 Awards	PTC	2012 – 2020
Award of Excellence	Supply Chain Leaf Department. PTC	2015
Bronze Medal – 3rd Position	Batch. AUP.	2006 - 2009
Bronze Medal – 3rd Position	Faculty of Crop Production. AUP	2006 – 2009

RESEARCH WORK

1. **Combining Ability Studies of Biochemical Traits in Intra and Inter Specific Crosses of Brassica** – Published in Pure & Applied Biology in June 2018.
2. **Assessment of Genetic Variability, Heritability and Selection Response for Moph-Yield Traits in Brassica** – Published in Pure and Applied Biology in March 2018.
3. **Genetic Variability Studies in Brassica F2 Populations Developed through Inter and Intra-Specific Hybridization** – Published in Pakistan Journal of Botany in July 2014.
4. **Correlation Studies for Some Agronomic and Quality Traits in Brassica Napus L.** – Published in Sarhad Journal of Agriculture in December 2013.
5. **Genetic Variability and Heritability Studies in Indigenous Brassica Rapa Accessions** – Published in Pakistan Journal of Botany in November 2012.
6. **Genetic Variability and Correlation Studies for Morpho-Physiological Traits in Brassica Napus L.** – Published in Pakistan Journal of Botany in February 2012.

LANGUAGES

- **English:** Fluent (speaking, reading, writing)
- **Urdu:** Native Language
- **Pashtu:** Native Language

PERSONAL DETAILS

Nationality: Pakistani
Marital Status: Married
Date of Birth: June, 1988

HOBBIES

- Reading & Writing,
- Photography
- Playing Cricket
- Travelling

REFERENCE

Reference will be provided on demand