

BIHAR STATE MILK CO-OPERATIVE
FEDERATION LTD.





BIHAR STATE MILK CO-OPERATIVE FEDERATION LTD.

H.O:- DAIRY DEVELOPMENT COMPLEX; POST:- B. V. College, Patna-800014 (BIHAR)

Phone No. - 0612-2228953, 2220387, 2224083; Fax - 0612-2228306, Web :- www.sudha.coop Email- hrc@sudha.coop

Sudha

Advertisement No:02/2026

Last Date of application 09/06/2026

Requirement of Consultant (On contract basis)

Bihar State Milk Co-operative Federation Ltd. (COMFED) invites applications from experienced and competent professionals for engagement on contractual basis for the following position:-

| Name of the Post | No. of Vacancies | Age as on 31.03.2026 | Mandatory Qualification & experience |
|---------------------------------|------------------|----------------------|--|
| Quality Control Consultant | 1 | Max. 55 years | Bachelor's Degree in Dairy Technology/Food Technology / Microbiology / Food Engineering or equivalent (post-graduate desirable) with minimum 15 years of relevant experience in dairy or any FMCG industry |
| Business Development Consultant | 1 | Max. 55 years | PGDM/MBA in Marketing Management / Agri-business management / General Management with minimum 15 years of relevant experience in dairy or any FMCG industry |
| Milk Procurement Consultant | 1 | Max. 45 years | B. Tech (DT) / BVSc / PGDM/MBA preferably in Dairy Management / Agribusiness / Rural Management / Operations with minimum 10 years of relevant experience in dairy or any FMCG industry. |
| Animal Nutrition Consultant | 1 | Max. 45 years | Postgraduate degree in Animal Nutrition / Animal Science / Agriculture from a recognized university or institution with minimum 10 years of experience in field of animal nutrition, silage making, fodder development, dairy extension or livestock development programs, preferably in Dairy Cooperatives / PSU / Government Entities. |

Applications are invited through Online Mode Only on the website <https://sudha.coop> from 25 May 2026 10:00 am to 9 June 2026 5.00 pm. The detailed advertisement and other terms and conditions are given on our website www.sudha.coop. Bihar State Milk Cooperative Federation Ltd. (COMFED) reserves the right to accept, reject, or cancel the advertisement without assigning any reason

Managing Director

A. Job Description – Quality Control Consultant

Job Information

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|-----------------------|--|
| Position: | Quality Control Consultant |
| Location: | COMFED Headquarters, Patna |
| Nature of Engagement: | Contractual |
| Tenure | Initial 2-year contract, extendable based on performance and requirement |
| Age Limit: | Maximum 55 years as on the date of engagement |
| Remuneration: | Negotiable |

The Quality Control Consultant shall function as a technical advisor to COMFED Headquarters and report to the Managing Director or any other officer as decided by COMFED.

Purpose of the Job

To provide expert guidance for strengthening quality assurance, food safety systems and statutory compliance across COMFED's milk procurement, processing, packaging and distribution activities.

Main Responsibilities

- Advise management on quality assurance and food safety strategies.
- Develop, review and strengthen Quality Management Systems (FSSAI, ISO 22000, HACCP, GMP, BIS).
- Monitor quality control practices at milk collection centres, dairy plants and allied units.
- Conduct periodic audits, inspections and reviews of quality systems and laboratories.
- Ensure statutory compliance with FSSAI, BIS, Legal Metrology and related regulations.
- Recommend corrective and preventive actions and improvements in SOPs.

Additional Responsibilities

- Provide training and capacity building for quality and technical staff.
- Support certification, surveillance audits and regulatory inspections.
- Assist during quality-related incidents, product recalls or special assignments.
- Visit Plant and BMC as and when required for quality inspection.

Job Specification

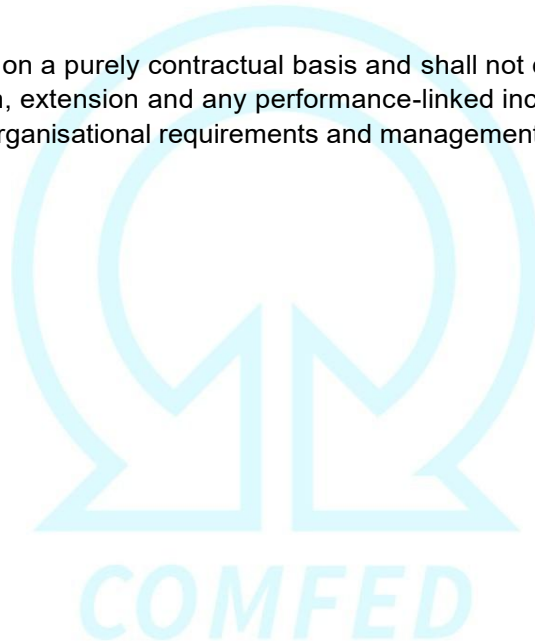
| Educational Qualification | Experience | Skills |
|--|---|---|
| Bachelor's Degree in Dairy Technology / Food Technology / Microbiology / Food Engineering or equivalent (post-graduate desirable). | Minimum 15 years of experience in dairy/food or any FMCG industry quality management and regulatory compliance. | Strong technical knowledge, audit capability, analytical skills and professional advisory competence. |

Financial Authority

The Quality Control Consultant shall not have any independent financial or procurement powers and shall act only in an advisory capacity.

Additional Information

The engagement shall be on a purely contractual basis and shall not confer any rights to regular employment. Continuation, extension and any performance-linked incentive shall be subject to performance evaluation, organisational requirements and management discretion as per COMFED norms.



B. Job Description – Business Development Consultant

Job Information

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|-------------------------------|--|
| Position: | Business Development Consultant |
| Location: | COMFED Headquarters, Patna |
| Nature of Engagement: | Contractual |
| Tenure | Initial 2-year contract, extendable based on performance and requirement |
| Age Limit: | Maximum 55 years as on the date of engagement |
| Remuneration: | Negotiable |
| Performance Linked Incentive: | Performance Based |

The Business Development Consultant shall function as a senior strategic and technical advisor to COMFED Headquarters and report to the Managing Director or any other officer as decided by COMFED.

Purpose of the Job

To provide expert strategic guidance for strengthening COMFED's business development initiatives, including market expansion, sales growth, brand positioning, product portfolio optimisation, and long-term sustainability of milk and milk products.

Main Responsibilities

- Prepare and execute annual, monthly, and weekly sales plans and monitor sales performance.
- Set and achieve sales targets based on market potential, competition, infrastructure and logistics.
- Drive institutional sales and maintain long-term business relationships.
- Expand market reach by identifying and developing new and untapped areas.
- Develop infrastructure needs and alternate distribution channels, including home delivery and cold chain.
- Implement annual marketing and sales promotion plans to support growth and profitability.
- Monitor and review sales team, distributors, and retailers, including targets, visits and territory alignment.
- Control sales overheads and ensure timely recovery of outstanding payments.
- Manage sales staff administration and ensure effective consumer complaint redressal.
- Coordinate with logistics, commercial and marketing teams and provide market feedback for new product development.
- Train and develop sales staff and channel partners to enhance selling effectiveness.

Additional Responsibilities

- Support advertising agencies, market research studies and promotional campaigns.
- Assist during special sales drives, festivals, price revisions or crisis communication.
- Visit dairy plants, milk sheds, and market centres as and when required for market assessment.
- Support coordination between marketing, production, quality and logistics functions.

Job Specification

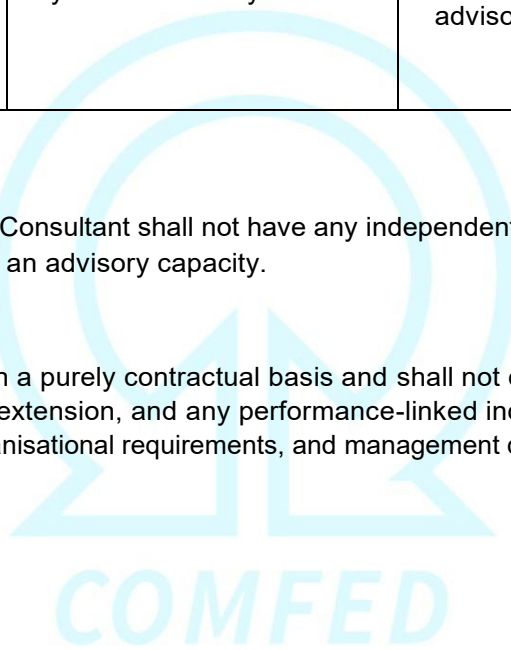
| Educational Qualification | Experience | Skills |
|---|---|--|
| PGDM/MBA in Marketing Management / Agri-business management / General Management. | Minimum 15 years of experience in the dairy or any FMCG industry. | Strong strategic thinking, market analysis, communication skills, leadership and professional advisory competence. |

Financial Authority

The Business Development Consultant shall not have any independent financial or procurement powers and shall act only in an advisory capacity.

Additional Information

The engagement shall be on a purely contractual basis and shall not confer any rights to regular employment. Continuation, extension, and any performance-linked incentive shall be subject to performance evaluation, organisational requirements, and management discretion, as per COMFED norms.



C. Job Description – Milk Procurement Consultant

Job Information

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|-------------------------------|--|
| Position: | Milk Procurement Consultant |
| Location: | COMFED HQ, Bihar |
| Nature of Engagement: | Contractual |
| Tenure | Initial 2-year contract, extendable based on performance and requirement |
| Age Limit: | Maximum 45 years as on the date of engagement |
| Remuneration: | Negotiable |
| Performance Linked Incentive: | Performance Based |

The Milk Procurement Consultant shall function as a senior strategic and technical advisor to COMFED Headquarters and Milk Unions on milk procurement operations and shall report to the Managing Director or any other officer as decided by COMFED.

Purpose of the Job

To provide strategic, technical and advisory support for strengthening COMFED's milk procurement system, ensuring sustainable milk sourcing, quality assurance, farmer engagement, cost efficiency and timely procurement in line with cooperative principles, regulatory norms and organisational objectives.

Main Responsibilities

- To prepare and implement short-term and long-term milk procurement strategies aligned with COMFED's growth plans and milk demand-supply projections.
- To assess existing milk procurement systems, routes, societies, pricing mechanisms and recommend improvements for efficiency and sustainability.
- To provide expert advisory support on milk collection operations, procurement planning, budgeting and expansion of milk sheds.
- To guide optimisation of village-level milk procurement infrastructure, including DCS, MCCs, BMCs and chilling centres.
- To advise on milk pricing, incentive structures, quality-linked payments and farmer retention strategies.
- To support implementation of digital milk procurement systems, weighing, testing, payment automation and MIS tools.
- To ensure compliance with quality standards, food safety norms, cooperative guidelines and internal SOPs.

- To assist in monitoring and improving milk quality parameters, including FAT, SNF, adulteration control and cold chain management.
- To analyse procurement data to identify trends, seasonal variations, productivity gaps and opportunities for volume growth and cost optimisation.
- To support integration of milk procurement systems with ERP, finance, quality and production modules.
- To monitor milk procurement performance indicators such as daily average procurement, quality compliance, farmer participation and procurement cost.
- To provide advisory support during peak season planning, lean season management and critical supply situations.
- To ensure milk procurement processes support scalability, farmer satisfaction, transparency and business continuity.

Additional Responsibilities

- To support capacity building and training of milk procurement staff, extension workers and society personnel.
- To assist during policy revisions, audits, inspections or issues related to milk procurement operations.
- To conduct field visits to milk routes, dairy cooperative societies, chilling centres, and milk unions for process assessment and improvements.
- To coordinate with departments such as Production, Quality Assurance, Veterinary Services, Finance, IT and Marketing for procurement alignment.
- To provide input for management dashboards and MIS related to milk procurement performance and milk shed development.
- To assist in crisis or emergency milk procurement situations, including supply disruptions and quality incidents.

Job Specification

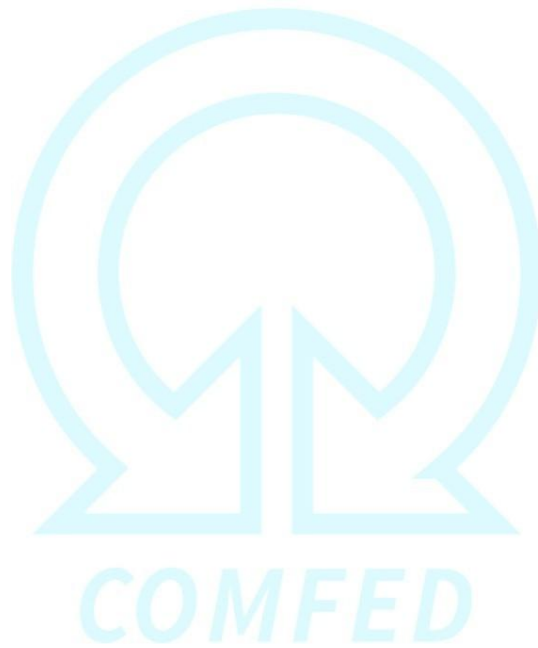
| Educational Qualification | Experience | Skills |
|--|---|---|
| B. Tech (DT) / BVSc / PGDM/MBA preferably in Dairy Management / Agribusiness / Rural Management / Operations | Minimum 10 years of experience in milk procurement operations in the dairy or any FMCG industry | Strong understanding of milk procurement systems, dairy operations, farmer engagement, quality management, data analysis, regulatory compliance, communication, leadership and advisory skills. |

Financial Authority

The Milk Procurement Consultant shall not have any independent financial or operational authority and shall function strictly in an advisory and consultative role.

Additional Information

The engagement shall be on a purely contractual basis and shall not confer any rights to regular employment. Continuation, extension and any performance-linked incentive shall be subject to performance evaluation, organisational requirements and management discretion as per COMFED norms.



D. Job Description – Animal Nutrition Consultant

Job Information

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|-----------------------|--|
| Position: | Animal Nutrition Consultant |
| Location: | COMFED Headquarters, Patna (with field visits) |
| Nature of Engagement: | Contractual |
| Tenure | Initial 2-year contract, extendable based on performance and requirement |
| Age Limit: | Maximum 45 years as on the date of engagement |
| Remuneration: | Negotiable |

The Animal Nutrition Consultant will function as a technical advisor to COMFED Input (Cattle Feed, TMR, Mineral Mixture, Fodder seed) production and supply, fodder conservation (Silage & Hay) and nutritional management) on fodder planning, silage production, fodder conservation and nutritional management. The role focuses on improving year-round feed, fodder & supplement availability, enhancing milk productivity, reducing seasonal feed shortages, and increasing farmer income across COMFED's Milk Unions and affiliated Dairy Cooperative Societies.

Purpose of the Job

To provide expert technical guidance and capacity-building support in Input (Cattle feed all variants, Mineral Mixture (ASMM & chelated) fodder seed, fodder conservation (Hay & Silage), Total Mix Ration (TMR) silage making, fodder conservation, quality management and nutritional utilisation, aligned with Bihar's agro-climatic conditions, for sustainable dairy development.

Main Responsibilities

- Develop and advise on short- and long-term animal nutrition and fodder strategies aligned with COMFED objectives.
- Provide technical support on Input (production & supply), silage production, fodder conservation and utilisation.
- Develop and promote SOPs for silage and fodder management using suitable fodder crops.
- Provide Technical support for the establishment of silage systems at the farmer, DCS and institutional levels.
- Promote balanced ration formulation and integration of silage for different categories of dairy animals.
- Monitor silage quality and feeding practices and recommend corrective measures.
- Provide technical inputs for fodder-related schemes, projects and productivity improvement initiatives

Additional Responsibilities

- Support training and capacity building of farmers, extension staff and Milk Union personnel.
- Conduct field visits for technical assessment and advisory support.
- Coordinate with Feed & Fodder, Animal Husbandry, Procurement and Quality Departments.
- Assist in the evaluation of fodder banks, silage units and fodder crisis mitigation plans.
- Support development of training material, technical guidelines and IEC content.
- Advise during fodder scarcity and emergency situations.
- Assist in data collection, reporting and MIS inputs related to nutrition interventions.

Job Specification

| Educational Qualification | Experience | Skills |
|---|--|---|
| Postgraduate degree in Animal Nutrition / Animal Science / Agriculture from a recognised university or institution. | Minimum 10 years of professional experience in the field of animal nutrition, silage making, fodder development, dairy extension or livestock development programs, preferably in Dairy Cooperatives / PSU / Government Entities | Strong understanding of animal nutrition, silage technology, fodder planning, farmer extension, data analysis, training delivery, advisory capability, communication and coordination skills. |

Financial Authority

The Animal Nutrition Consultant shall not have any independent financial or operational authority and shall function strictly in an advisory and consultative role.

Additional Information

The engagement shall be on a purely contractual basis and shall not confer any rights to regular employment. Continuation, extension and any performance-linked incentive shall be subject to performance evaluation, organizational requirements and management discretion as per COMFED norms.