



BGM FOUNDATION

LEADERSHIP MANDATE & POSITION DESCRIPTION

Founding Director



BGM Institute of Agriculture, Animal Husbandry & Animal Life Sciences

**Building India's Next Premier
Industry-Oriented Research &
Innovation Institution**

Research • Innovation • Education • Skills • Technology Translation • Industry • Impact

ABOUT BGM FOUNDATION

BGM Foundation is one of India's oldest and most respected institutions, with a distinguished legacy of over 135 years dedicated to advancing agriculture, animal husbandry, scientific innovation and sustainable development. Throughout its history, BGM has made significant contributions towards cattle conservation, agricultural advancement and the promotion of scientific practices that benefit farming communities and society at large.

Building upon this rich heritage, BGM is establishing the BGM Institute of Agriculture, Animal Husbandry & Animal Life Sciences as a next-generation research and innovation institution that will serve as a nationally significant centre for scientific research, postgraduate education, technology development and industry collaboration.

The Institute has been conceived as a multidisciplinary, research-intensive institution where scientific excellence, innovation, education, technology translation and entrepreneurship converge to create meaningful impact. It will integrate advanced research laboratories, technology demonstration facilities, industry partnerships and postgraduate education to address current and future challenges in agriculture, animal husbandry and animal life sciences.

Unlike traditional academic institutions, the Institute will operate with a strong emphasis on application-oriented research. The industry will be a strategic partner in identifying research priorities, supporting funded research, validating technologies, shaping postgraduate programs, and facilitating the commercialisation and adoption of research outcomes. The Institute will strive to bridge the gap between scientific discovery and practical implementation, ensuring that research generates measurable benefits for industry, farmers and society.

VISION

To become a globally recognised Centre of Excellence dedicated to advancing cattle welfare and agriculture through excellence in education, research, innovation, entrepreneurship, technology transfer, sustainable systems & skill development for empowering cattle ecosystem.

MISSION

- ✓ Deliver excellence in education, interdisciplinary research, and skill development to nurture future-ready professionals, researchers, innovators, and leaders in cattle science and sustainable agriculture.
- ✓ Advance scientific research, industrial innovation, and technology transfer to develop scalable solutions that improve cattle health, nutrition, genetics, welfare, productivity, and sustainable agricultural systems.
- ✓ Conserve and strengthen indigenous cattle breeds and resilient farming ecosystems through evidence-based practices, climate-smart technologies, and responsible stewardship of natural resources.
- ✓ Empower industry, cattle owners entrepreneurs, and communities through field-based extension, capacity building, lifelong learning, and collaborative partnerships with industry, government, and academia.
- ✓ Create lasting societal impact by translating knowledge and innovation into sustainable solutions for the well-being of cattle ecosystem.
- ✓ To emerge as a leading platform for the convergence of technology, science, innovation, and traditional knowledge, translating cutting-edge advancements into affordable, accessible, and scalable solutions that empower small and marginal farmers, strengthen rural livelihoods, and promote sustainable agriculture.

INSTITUTIONAL PHILOSOPHY

The BGM Institute has been envisioned as a new model of a research and innovation institution, where scientific research is closely aligned with industry needs, national priorities and societal challenges.

The Institute believes that research should extend beyond publications and academic recognition. Its ultimate purpose is to generate knowledge that can be translated into technologies, products, processes and management practices that improve productivity, sustainability and quality of life.

Industry will be an active partner in defining research priorities, funding research projects, validating technologies, developing curricula and creating employment opportunities for graduates. Academic programmes will therefore be closely aligned with the evolving skills and competency requirements of industry and research organisations.

The Institute will establish an integrated ecosystem where research, innovation, education, technology translation, entrepreneurship, demonstration and industry collaboration reinforce one another to create lasting impact.

Scientific success will be measured through research quality, technology development, patents, technology licensing, commercialisation, industry adoption, policy influence, human resource development and measurable improvements in agriculture and livestock systems.

POSITION SUMMARY

The Founding Director shall serve as the principal executive, scientific and academic leader of the Institute and will be responsible for establishing, operationalising and developing the Institute into a nationally respected and globally connected centre of excellence.

Reporting directly to the Governing Board, the Director will provide strategic leadership across institutional planning, scientific research, postgraduate education, innovation, infrastructure development, industry collaboration, technology translation, organisational development and financial sustainability.

The Founding Director will play a defining role in creating the Institute's vision, culture, governance framework, research priorities and institutional identity while building a collaborative environment that promotes excellence, innovation, integrity and societal impact.

This appointment represents a unique opportunity to create a new institution that will shape the future of agriculture, animal husbandry and animal life sciences through scientific leadership, strategic partnerships and transformative research.

STRATEGIC MANDATE

The Governing Board expects the Founding Director to establish an institution recognised for scientific excellence, innovation, industry collaboration and societal impact.

The Director will provide strategic direction for the development of world-class research infrastructure, multidisciplinary research programmes, industry partnerships, postgraduate education, technology demonstration facilities and innovation ecosystems that support the Institute's long-term vision.

The Institute will actively pursue collaborative research with industry and government while creating an environment that encourages scientific discovery, interdisciplinary collaboration, technology commercialisation and entrepreneurship.

The Director will ensure that the Institute develops a distinctive identity based on application-oriented research, high-quality postgraduate education, technology translation and measurable contribution to national development.

LEADERSHIP RESPONSIBILITIES

The Founding Director will provide strategic, scientific and executive leadership across all dimensions of the Institute's development. The role requires a visionary institution builder capable of creating a globally respected research and innovation ecosystem that integrates scientific excellence, industry collaboration, postgraduate education, technology translation and societal impact.

A. Strategic Leadership & Institution Building

Provide visionary leadership in establishing the BGM Institute as a nationally respected and globally connected centre of excellence in Agriculture, Animal Husbandry and Animal Life Sciences. Develop the Institute's long-term strategic vision, institutional roadmap and organisational framework while fostering a culture of excellence, innovation, collaboration and continuous improvement. Build governance systems, operational processes and performance frameworks that support sustainable institutional growth and global competitiveness.

B. Scientific Research, Innovation & Technology Leadership

Lead the development of a multidisciplinary research ecosystem focused on industry-oriented, application-driven and impact-focused research. Promote scientific excellence by establishing high-quality research programmes that address national priorities and emerging global challenges while encouraging innovation, technology development, intellectual property creation, technology validation and commercialisation. Foster an environment where research outcomes are translated into practical solutions that benefit industry, farmers and society.

C. Industry Partnerships & Research Funding

Develop strong strategic partnerships with industry, government, research organisations, funding agencies and international institutions to position the Institute as a preferred partner for collaborative research and innovation. Lead efforts to secure significant externally funded research from industry, Government of India agencies, CSR initiatives, philanthropic organisations and international funding bodies, ensuring long-term financial sustainability and high-impact research outcomes.

D. Academic Leadership & Talent Development

Provide leadership in establishing industry-aligned Postgraduate Certificate, Master's, Doctoral (PhD), Postdoctoral and Executive Education programmes that integrate advanced scientific knowledge with applied research, innovation and professional skills. Recruit, mentor and inspire outstanding faculty, scientists, researchers and technical professionals while creating an academic culture that values excellence, interdisciplinary collaboration, entrepreneurship and lifelong learning.

E. Infrastructure, Technology Demonstration & Innovation Ecosystem

Lead the planning and development of world-class research laboratories, Centres of Excellence, modern agriculture and livestock research facilities, biotechnology and genomics laboratories, technology demonstration farms, pilot dairy processing units and innovation centres. Establish an integrated demonstration and validation ecosystem where emerging technologies can be tested, showcased and transferred to industry, farmers and other stakeholders to accelerate adoption and impact.

F. Governance, Institutional Excellence & Operational Leadership

Ensure the establishment of robust governance systems, institutional policies and operational frameworks that promote transparency, accountability, quality and continuous improvement. Provide effective leadership in financial planning, resource mobilisation, compliance, risk management, human resource development and organisational effectiveness while maintaining the highest standards of ethics, integrity and professional conduct.

G. National & Global Engagement

Serve as the principal ambassador of the Institute by building strategic relationships with industry leaders, government agencies, research institutions, universities, international organisations and philanthropic foundations. Represent the Institute in national and global forums, promote collaborative research initiatives, attract distinguished faculty and research partners, and position the Institute as a globally recognised centre for research, innovation, education and technology translation.

CANDIDATE PROFILE

The Governing Board seeks an exceptional scientific leader, institution builder and strategic thinker with the vision, credibility and leadership capability to establish the BGM Institute of Agriculture, Animal Husbandry & Animal Life Sciences as a nationally respected and globally connected research and innovation institution.

The successful candidate will possess an outstanding record of scientific achievement together with demonstrated success in building organisations, developing multidisciplinary research ecosystems, fostering innovation and creating long-term partnerships with industry, government and academia. Beyond academic excellence, the Board seeks an entrepreneurial leader who understands that research must create practical value by addressing industry needs, national priorities and societal challenges.

The ideal candidate will be capable of attracting outstanding faculty, scientists and researchers, mobilising significant research funding, nurturing a culture of innovation and excellence, and translating scientific discoveries into technologies, products, intellectual property and commercially relevant solutions. Above all, the Founding Director should be inspired by the opportunity to build an institution that will leave a lasting legacy for India's agriculture, animal husbandry and animal life sciences sectors.

EDUCATION & PROFESSIONAL QUALIFICATIONS

The successful candidate should possess strong academic credentials and a distinguished scientific background appropriate for leading a world-class research institution.

The ideal candidate should have:

- A PhD in Agriculture, Animal Husbandry, Animal Life Sciences, Biotechnology, Agricultural Engineering, Dairy Technology, Food Technology or a closely related discipline from a recognised university.
- Postdoctoral research experience from a reputed university or research institution is highly desirable.
- International academic, research or leadership experience will be considered a significant advantage.
- A distinguished record of research publications, innovation, scientific leadership and professional recognition in the relevant field.
- Membership of national or international scientific bodies, advisory committees or professional academies will be an added advantage.

EXPERIENCE

The Founding Director should possess a minimum of 20 years of progressively responsible leadership experience in universities, research institutions, government organisations or industry research and development.

The successful candidate should demonstrate experience in:

- Establishing, leading or transforming multidisciplinary research institutions, centres of excellence or innovation ecosystems.
- Developing and implementing long-term institutional strategy and organisational growth.
- Leading large-scale research programmes addressing national and global challenges.
- Building strong collaborations with industry, government agencies, funding organisations and international research institutions.
- Securing competitive research funding from industry, Government of India agencies, CSR initiatives, national research organisations and international funding bodies.
- Managing multidisciplinary teams comprising faculty, scientists, researchers, technical experts and administrative professionals.
- Promoting innovation, technology development, intellectual property creation, commercialisation and entrepreneurship.
- Developing governance systems, operational frameworks and organisational capabilities that ensure institutional excellence and sustainability.

Experience in establishing a new institution or leading a major institutional transformation will be considered a distinct advantage.

LEADERSHIP COMPETENCIES

The Governing Board expects the Founding Director to demonstrate exceptional leadership across multiple dimensions of institutional development.

Visionary Leadership

- The ability to articulate an inspiring long-term vision, build organisational alignment and establish a globally respected institution recognised for excellence, innovation and impact.

Institution Building

- Proven capability to conceptualise, establish and scale complex organisations by creating governance systems, organisational culture, academic excellence and sustainable institutional capability.

Scientific Leadership

- A distinguished scientific reputation with the ability to lead multidisciplinary research, promote innovation and create an environment that attracts outstanding researchers and collaborators from India and abroad.

Industry Engagement

- Strong understanding of industry priorities and demonstrated success in building long-term partnerships that support collaborative research, technology development, commercialisation, workforce development and innovation.

Research Funding & Resource Mobilisation

- A successful record of attracting major research funding, philanthropic support, CSR investment and strategic institutional partnerships while developing financially sustainable research ecosystems.

Innovation & Technology Translation

- A commitment to transforming scientific discoveries into technologies, intellectual property, commercial products, policy solutions and practical applications that generate measurable impact.

People Leadership

- Exceptional capability in recruiting, mentoring, inspiring and retaining high-performing faculty, scientists, researchers and professional staff while fostering collaboration, accountability and organisational excellence.

Governance & Integrity

- A reputation for ethical leadership, transparency, sound governance and prudent stewardship of institutional resources, with a commitment to maintaining the highest standards of professionalism and public trust.

SUCCESS MEASURES (FIRST FIVE YEARS)

The performance of the Founding Director will be assessed not only by the successful establishment of the Institute but by the quality, sustainability and impact of the institution created.

Institution Building

- Establish a robust governance framework, organisational structure and institutional policies.
- Build a high-performing leadership team and recruit outstanding faculty, scientists and researchers.
- Develop a distinctive institutional identity recognised for excellence, innovation and integrity.

Research & Innovation

- Establish multidisciplinary research programmes aligned with industry priorities and national research missions.
- Develop Centres of Excellence in strategic research domains.
- Generate high-quality scientific publications, patents, technologies and intellectual property.
- Create mechanisms for technology validation, commercialisation and industry adoption.

Research Funding

- Secure substantial externally funded research from industry, Government of India agencies, CSR initiatives, national research organisations and international funding bodies.
- Build a diversified and sustainable research funding portfolio.

Academic Development

- Successfully launch industry-aligned Postgraduate Certificate, Master's, PhD and Postdoctoral programmes.
- Develop an academic environment that integrates research, innovation, entrepreneurship and professional skills.
- Produce highly skilled graduates who meet the evolving needs of industry and research organisations.

Industry Collaboration

- Establish strategic partnerships with leading industries, research institutions and government agencies.
- Develop collaborative research, technology development and executive education programmes.
- Position the Institute as a preferred partner for industry-sponsored research and innovation.

Infrastructure Development

- Successfully establish Phase-I campus infrastructure, including advanced laboratories, Centres of Excellence, technology demonstration facilities, modern agriculture and livestock research facilities and innovation centres.
- Create a world-class environment supporting research, education and technology translation.
- Institutional Sustainability
- Develop diversified revenue streams through research funding, executive education, consultancy, collaborative research, technology licensing and philanthropy.
- Ensure strong governance, financial stewardship, operational efficiency and long-term institutional sustainability.

REPORTING RELATIONSHIP

The Founding Director shall report directly to the Governing Board and will serve as the principal executive and scientific leader of the Institute.

The Director will be responsible for providing strategic leadership across research, education, innovation, institutional development, infrastructure, financial sustainability and stakeholder engagement. Working closely with the Governing Board, the Director will translate the Institute's vision into measurable outcomes while ensuring that all activities align with BGM's mission, values and long-term strategic objectives.

WHY THIS OPPORTUNITY IS UNIQUE

The establishment of the BGM Institute represents a rare opportunity to create an institution from its inception with the freedom to define its vision, culture, scientific priorities and long-term legacy.

The Founding Director will have the opportunity to shape one of India's most distinctive research institutions by integrating research, innovation, education, skills, technology translation, industry collaboration and societal impact within a single ecosystem.

The Institute is designed to become a preferred partner for industry, government and academia by addressing critical challenges through application-oriented research, advanced education and technology development. With strong emphasis on funded research, innovation and demonstration, the Institute aims to generate technologies and highly skilled professionals who contribute meaningfully to India's agricultural and livestock sectors.

For an accomplished scientific leader, this appointment offers an unparalleled opportunity to build an enduring institution that will influence research, education, industry and public policy for decades to come.

BGM Foundation invites applications for the position of Founding Director to establish the BGM Institute of Agriculture, Animal Husbandry & Animal Life Sciences as a globally respected centre of excellence.

This is a rare opportunity to shape the Institute's vision, culture and long-term impact. The ideal candidate will combine scientific excellence, strategic leadership and entrepreneurial vision to drive research, innovation and strong collaborations with industry, government, academia and international partners, creating transformative knowledge, technologies and talent for the agriculture and animal life sciences sectors. The Governing Board seeks an accomplished scientific leader who is inspired to build an institution of enduring national and global significance.



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