Chief Financial Officer (CA), Surat

JOB DESCRIPTION

COMPANY	A PE-backed, EU-GMP pharmaceutical company in Surat, preparing for a Mainboard IPO
LOCATION	Surat head office, on-site
REPORTS TO	Managing Director and the Board, with a dotted line to the private equity investor
POSITION	Key Managerial Personnel (KMP) under the Companies Act and SEBI LODR
QUALIFICATION	Chartered Accountant (mandatory). CFA or MBA Finance is a plus
EXPERIENCE	15 to 20 years after qualifying, with at least 5 years as CFO or Deputy CFO in pharma, APIs, intermediates or specialty chemicals
IPO	Hands-on Mainboard IPO experience is a must
PAY	Rs 40 to 75 lakh a year fixed, plus performance bonus and pre-IPO ESOPs

About the Company

Our client makes finished formulations and APIs at EU-GMP and WHO-GMP certified facilities and exports to more than 50 countries. The company has been in business since 2006, is backed by a private equity investor and is preparing to list on the Mainboard.

The client's name is shared once you confirm interest and we have had a first conversation.

The Role in One Line

Take a growing, PE-backed pharma exporter from private-company finance to a listed company, and lead it all the way to filing the DRHP with SEBI.

This is the CFO who builds the finance function for the IPO: Ind AS, Big 4 audit, restated financials, the banker syndicate and the investor story. You sit with the MD, the Board and the investor, and you are the company's face to merchant bankers, SEBI and institutional investors.

What You Will Do

- **IPO execution:** lead DRHP disclosures and three years of restated financials, select and manage the merchant bankers, and front the roadshows and investor meetings
- **Reporting and audit:** move the company's reporting to Ind AS, work with a Big 4 statutory auditor and the internal auditors, and build internal financial controls that meet SEBI LODR
- **Working capital and treasury:** bring down inventory days and export receivables, manage multi-currency exposure and hedging, and keep the debt-equity mix right for the IPO
- **FP&A and margins:** profitability by product line and by geography, EBITDA tracking, budgets and forecasts the Board can rely on
- **Tax and regulatory:** GST, transfer pricing, RoDTEP and export incentives, with clean compliance throughout
- **Governance:** run Board and Audit Committee matters together with the Company Secretary

Your First 24 Months

- **Months 1 to 6:** Ind AS conversion, a Big 4 auditor in place, a clean audit
- **Months 6 to 12:** cut the net working capital cycle by 15 to 20 days, and an ERP dashboard showing margin by product
- **Months 12 to 18:** appoint the book running lead managers (a three-bank syndicate) and complete three years of restated financials
- **Months 18 to 24:** file the DRHP with SEBI and line up anchor investors

What You Need

- Qualified Chartered Accountant
- 15 to 20 years of experience after qualifying
- At least 5 years as CFO or Deputy CFO
- Experience in pharma or chemicals: APIs, intermediates, formulations or specialty chemicals
- Hands-on Mainboard IPO experience: you have worked through a full IPO, from DRHP to listing, as CFO, Deputy CFO or a senior finance lead. A Deputy CFO is welcome only with this IPO experience
- Ind AS reporting and working with Big 4 auditors
- Comfortable with a Board, an Audit Committee and a private equity investor in the room

A Strong Plus

- CFA or MBA Finance
- Export-led business: foreign currency receivables, hedging, export incentives
- A PE deal, fund raise or due diligence alongside the IPO
- ERP roll-out or finance transformation

Why This Role

- You lead the IPO, not support someone else's
- KMP seat with the MD, the Board and the investor
- Pre-IPO ESOPs, so you share in the listing you deliver

How the Process Works

- A confidential call with Accounting Baba Recruitment about the role and your background
- Meetings with the MD, the Board and the investor
- Offer, then you join after your notice period
- Please apply only if you are genuinely open to a move. If a counter-offer or timing could stop you, tell us early

What to Send Us

- Your updated CV and the year you qualified as a CA
- The IPO you worked on: company, year, and your role in it
- Your pharma or chemical companies, and your years as CFO or Deputy CFO
- Where you are based now, and whether you would move to Surat
- Your notice period, current CTC and expected CTC

Managed by Accounting Baba Recruitment. Shared in confidence, please do not circulate.