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Vedanta Jharsuguda empowers youth to lead in manufacturing

AT one of the world's largest and most advanced aluminium plants, a quiet revolution is underway. Young professionals at Vedanta Aluminium's Jharsuguda smelter are stepping into roles once reserved for seasoned veterans — leading high-impact operations and shaping the future of Indian industry. With a digital-first mindset, innovative ideas, and bold problem-solving approaches, these trailblazers are proving that age is no barrier to excellence. Whether on factory floors or in office cubicles, their influence is redefining leadership in the modern industrial world.

Vedanta Aluminium's 1.85 MTPA plant in Jharsuguda, Odisha, is the largest of its kind

in India and among the biggest globally. Nearly 70 per cent of the workforce at this state-of-the-art facility is between the ages of 20 and 35, making it one of the youngest teams in the global manufacturing landscape. These young professionals are not just participating — they're taking charge as project managers, driving complex processes, enforcing world-class safety practices, and achieving record-breaking output, demonstrating that youth is not only capable but catalytic.

The Jharsuguda unit spans a broad spectrum of roles, from Finance and HR to Operations and Logistics, and is home to professionals across multiple engineering fields including chemical, electrical, metallurgical, and mechanical. What



unites them is a culture of continuous improvement that nurtures excellence and empowers employees to succeed.

At Vedanta Aluminium, leadership is built on trust and opportunity. Young professionals are given impactful roles early in their careers — managing sophisticated equipment, leading cross-functional teams, and delivering projects that

redefine performance and innovation. Their success reflects a culture where potential is recognized and nurtured from day one.

Nikita Agarwal, Project Manager at Potline, said, "At Vedanta Aluminium's Jharsuguda unit, I never had to wait my turn to lead. Within months of joining, I was tasked with optimizing a key opera-

tional process. The trust placed in me pushed me to innovate, think creatively, and share my opinions fearlessly. It's empowering to know your ideas can shape global operations."

Vedanta Aluminium's robust training programs ensure new hires receive a rigorous induction, combining classroom learning with hands-on experience. Mentorship by seasoned experts, exposure to cross-functional projects, and real-time challenges equip young professionals to excel. Continuous learning is supported through skill-building sessions, expert talks, leadership interactions, and global platforms that ensure their skills remain sharp.

The company has also partnered with XLRI Jamshedpur,

one of India's premier business schools, to offer advanced management and leadership courses to employees, enabling them to continuously upgrade their skills while contributing to day-to-day operations. This investment in talent has resulted in innovative solutions such as integrating

Artificial Intelligence into process monitoring, implementing predictive maintenance, and deploying e-mobility solutions for greater sustainability.

Anish Mohanty, Business Analyst in the CEO's office and an XLRI program participant, said, "The culture at Vedanta Aluminium is built on ownership and growth. I've been empowered to contribute to initiatives that enhance business performance using cutting-edge

tools and analytics. Vedanta gives young professionals the platform to be bold and the mentorship to be brilliant."

Vedanta Aluminium's Jharsuguda unit continues to attract top talent from leading institutions while creating opportunities for local youth. It serves as a prime example of how industry can drive national progress and individual growth, contributing meaningfully to India's vision of a Viksit Bharat. By placing one of the world's largest aluminium smelters in the hands of its young workforce, Vedanta Aluminium is proving that empowered youth can lead transformative change on a global scale. Their energy, creativity, and vision are setting new standards — not only in the aluminium industry but in Indian manufacturing as a whole.