

ToR for Strategic Advisor, Transformation Consultant and Orchestrator for APIIC 4.0

Transforming APIIC into the Industrial Infrastructure Backbone for IDP 4.0 and Swarna Andhra@2047

Andhra Pradesh Industrial Infrastructure Corporation Limited is preparing for a new era of industrial infrastructure leadership. Under Industrial Development Policy 4.0 (IDP 4.0) and the Swarna Andhra@2047 vision, the State's industrial economy is expected to grow through world-class industrial parks, sector clusters, logistics corridors, investor-ready land, faster clearances, sustainable infrastructure, digital governance and large-scale manufacturing employment.

APIIC has a pivotal role in this journey. It is expected to move beyond being primarily a land allotment and infrastructure development organisation into an integrated industrial outcomes platform – enabling land productivity, investor success, industry parks-level service excellence, technology-enabled governance, industrial ecosystem development and measurable Gross Value Addition from industries.

To support this transformation, APIIC invites proposals for the role of:

Strategic Advisor, Transformation Consultant and Orchestrator – APIIC 4.0

This is not a routine consulting assignment. APIIC is looking for a senior transformation professional who can function as a strategic thinking partner, business transformation architect and programme orchestrator.

The selected Advisor / Consultant / Orchestrator will work with the APIIC senior leadership, Office of the VC & MD, APIIC leadership, zonal teams, PMO, existing technology and service providers, and specialist firms to help convert APIIC 4.0 from intent into measurable execution.

The Transformation Agenda

The APIIC 4.0 programme is envisaged as a structured, phased transformation covering:

- Refine Institutional vision, mission, values and strategic identity.
- Operating model redesign, delegation, decision rights and zonal accountability.
- Investor service experience, clearance excellence, SLA redesign and aftercare.
- Idle land activation, land bank strategy, industrial park readiness and asset productivity.
- Industrial product portfolio, sector-cluster standards and digital investor catalogue.
- ERP, custom applications, GIS, integration layer, dashboards and data-driven governance.

- GenAI, Agentic AI, predictive analytics and Integrated Intelligence Centre for decision support.
- Workforce capability, performance culture, knowledge management and change adoption.
- Business model innovation, revenue diversification, PPP/private park models and long-term financial sustainability.
- APIIC's measurable contribution to IDP 4.0, industrial GVA growth and Swarna Andhra@2047 outcomes.

Role Expectations

The selected Advisor / Consultant / Orchestrator is expected to:

1. Advise APIIC leadership on transformation priorities, sequencing, risks and strategic choices.
2. Design transformation methods across process, workplaces, organisation, technology, people and governance.
3. Assess the baseline, define targets, identify transformation programs and projects, and establish and support a programme rhythm through the PMO, with clear deliverables, phase gates, dashboards, and decision notes. Coordinate with internal teams, external vendors, specialist firms and implementation partners.
4. Bring AI-era thinking into APIIC's operating model, including GenAI, Agentic AI, predictive analytics and intelligent dashboards.
5. Ensure that transformation is not limited to reports, but translated into embedded workflows, measurable outcomes and institutional capability.
6. Provide guidance, identify risks, develop mitigation plans, suggest resolutions to issues, and serve as the extended thinking and execution oversight arm for the MD and senior leaders of APIIC.
7. Conduct senior leadership workshops for the Board, VC & MD, Executive Directors and senior officers on new operating models, business models, investor experience, intelligent workflows and digital technology strategy.

Desired Experience and Credentials

The candidate must possess the following experience/ credentials to apply for this position.

- a) Experience: The candidate must be at the level of a **Senior Partner / Partner-level Consultant / Senior Executive Advisor** with proven credentials aligned to the 5th Industrial Revolution, Industry 5.0 and the AI era.

Applicants should preferably demonstrate:

- 25-30+ years of senior leadership, advisory and business transformation experience.
- Experience at Partner / Senior Partner / CXO / Board-advisory level in MNCs, globally reputed organisations, large consulting firms, technology firms, or

public-sector transformation environments.

- Exposure to global industry practices, international operating models, enterprise transformation approaches and AI-era digital business models.
- Experience in Designing Organization structure, Roles, Responsibilities, career progression paths, Performance management design for different roles and Role based skills inventory identification.
- CXO-level, board advisory or enterprise-wide transformation experience.
- Experience in digital business transformation, technology strategy, AI-led operating models, data-driven governance and enterprise architecture.
- Understanding of public infrastructure, industrial development, smart infrastructure, economic development or government transformation.
- Ability to work across strategy, execution, culture, technology, policy, finance and stakeholder ecosystems.
- Proven capability to orchestrate multi-team, multi-vendor, multi-phase transformation programmes.
- Strong communication, leadership advisory and change-management capability.
- Understanding of Industry 5.0 / 5th Industrial Revolution themes, including human-centric digital transformation, intelligent automation, sustainability, data platforms, AI-enabled services and cyber-physical systems.
- Ability to support establishment of an APIIC Business / Industry Leadership Skill Development Academy.
- Ability to conduct leadership workshops for Boards, VC & MD, Executive Directors, Chief General Managers and senior officers on future-ready industrial infrastructure institutions.

b) Academic Qualifications

Applicants should preferably possess:

- Master's degree in Engineering / Masters in Strategy and Program Management with distinction.

Engagement Duration

The engagement is expected to be for 24 months, structured around phased transformation milestones and periodic leadership reviews.

Who Should Apply

This opportunity is suitable for a senior transformation professional, Partner / Senior Partner-level consultant, CXO-level advisor or senior executive who has worked with MNCs, globally reputed organisations, large consulting firms, technology firms.

APIIC is looking for a partner who brings strategic depth, global exposure, execution discipline, AI-era transformation capability and practical understanding of how large institutions move from strategy to measurable implementation.

The selected partner should be able to help make APIIC a high-performance industrial infrastructure institution – one that strengthens Andhra Pradesh’s competitiveness, accelerates industrial investment grounding, improves investor experience, supports employment creation and contributes meaningfully to Swarna Andhra@2047.

Proposal Submission

Interested and eligible applicants are invited to submit a proposal covering the following at an abstract but clear level:

1. Understanding of APIIC’s current challenges and transformation priorities.
2. Proposed scope of work and approach for supporting APIIC 4.0.
3. Programme deliverables and expected outcomes.
4. Deliverable schedule and high-level implementation roadmap.
5. Transformation programme structure, including phases and major workstreams.
6. Proposed PMO structure, governance mechanism and coordination model.
7. Review cadence for transformation deliverables reviews, PMO reviews, leadership reviews and phase-gate reviews.
8. Relevant credentials, experience, educational qualifications and capability of the applicant.
9. Proposed support model, assumptions and key dependencies from APIIC.
10. Commercial proposal and acceptance of consulting fee / reimbursement terms.

Consulting Fee

- The monthly consulting fee/remuneration shall be fixed in accordance with Rule 6(1) of G.O.Ms.No.86, dated 30.08.2024, applicable to the category of Expert Consultant, and shall be in the range of ₹3,00,000/- to ₹5,00,000/- per month, as determined by the competent authority based on the qualifications, experience, and nature of responsibilities assigned to the consultant. Other expenses incurred by the consultant will be reimbursed as per the terms agreed with the consultant and subject to approval by APIIC senior management.

Contact

Last date for submission: 23-06-2026 (05:30 PM)

Contact: 9948082028

Submit Proposal to: cgm.pers-admin@apiic.in

General Conditions

APIIC reserves the right to:

- Accept or reject any or all applications without assigning any reason.
- Modify, amend, withdraw, or cancel the notification at any stage.
- Extend the application submission deadline.
- Alter the scope of work, remuneration, tenure, or eligibility criteria in the interest of the project.

The decision of APIIC in all matters relating to the selection process shall be final and binding on all applicants.