

## Officer (Research) – On Long Term Contract

<b>Post Code</b>	37/02/OLTC
<b>Age Criteria</b>	Not more than 45 years as on the date of advertisement
<b>Qualification</b>	Ph.D (Chemistry) – (Specialisation in Inorganic, Organic, Industrial Chemistry, Agriculture Science)
<b>Experience</b>	Minimum 5 years post Ph D - experience in reputed industries/Institutes or other R&D organization.
<b>Purpose</b>	To conduct product/process development research in synergy to GSFC Product Line.

**I. Key Performance Areas** (This should reflect key areas of responsibility for the position. These cover the business/functional processes which fall within the purview of the position)

Sl no.	Key Performance Areas (KPA's)	Key Performance Indicators (KPI's)
1.	<p><b>Product Development</b></p> <ul style="list-style-type: none"> <li>• Literature &amp; market survey.</li> <li>• Identification of new products as per synergy with GSFC product line and preparation of research proposal.</li> <li>• Experiment design and set up.</li> <li>• Data collection, interpretation and reporting.</li> <li>• Identification of suitable raw materials, equipment, suppliers and cost estimation.</li> <li>• Pilot scale studies.</li> <li>• Project report preparation &amp; presentation.</li> </ul>	<ul style="list-style-type: none"> <li>• Number of products identified and developed.</li> <li>• Number of products handed over for scale-up.</li> </ul>
2.	<p><b>Process Development</b></p> <ul style="list-style-type: none"> <li>• Literature survey.</li> <li>• Identification of possibilities of process improvisation for product quality improvement/cost saving in GSFC.</li> <li>• Plant support activities.</li> <li>• Experiment design and set up.</li> <li>• Data collection, interpretation and reporting.</li> <li>• Identification of suitable raw materials, equipment, suppliers and cost estimation.</li> <li>• Pilot scale studies.</li> <li>• Project report preparation &amp; presentation.</li> </ul>	<ul style="list-style-type: none"> <li>• Cost saved by process improvisations.</li> <li>• Number of products for which quality improvement achieved.</li> </ul>
3.	<p><b>Support in Laboratory Management</b></p> <ul style="list-style-type: none"> <li>• Good Housekeeping of laboratory and premises.</li> <li>• Arrangement of laboratory chemicals, glassware and instruments.</li> <li>• Provide technical and scientific support to laboratory staff.</li> <li>• Ensuring adherence to all safety aspects.</li> <li>• Ensuring adherence to IMS policies of GSFC.</li> </ul>	<ul style="list-style-type: none"> <li>• No incidents of safety hazards.</li> <li>• 100 % compliance to laboratory protocols.</li> </ul>

**Gujarat State Fertilizers and Chemicals Ltd.  
Job Description & Job Specification**

4.	<b>Brand Building of GSFC</b>	<ul style="list-style-type: none"> <li>• Submitting patent applications, research papers/conference papers or award applications.</li> <li>• Supporting Marketing Department for product popularization, process demonstration and application.</li> </ul>
		<ul style="list-style-type: none"> <li>• Number of articles published.</li> <li>• Number of requirements from marketing department fulfilled.</li> </ul>

**Note: Each KPI corresponds to one of the four perspectives of the Balanced Score card, namely Financial (F), Customer (C), Processes (P) and Organizational learning and growth (O)**

**Note: The key performance areas listed above are an illustrative list and not an exhaustive list. Additional KPAs may be added from time to time depending on organisational requirements.**

<b>Work Conditions / Environment</b>	<ul style="list-style-type: none"> <li>• Laboratory/Plant/ Office based role</li> <li>• Laboratory/Plant environment might be hazardous to health – Eg. Handling hazardous chemicals</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Integrity;</li> <li>• Decisive;</li> <li>• Investigative and analytical abilities;</li> <li>• Problem-defining and problem – solving skills;</li> <li>• Meticulous attention to detail, dependability, and excellent organizational skills;</li> <li>• planning and project management skills;</li> <li>• Prompt in action;</li> <li>• Strong tactical focus;</li> <li>• Flexibility and adaptability;</li> <li>• Dedication;</li> <li>• Cost consciousness</li> </ul>
<b>Remuneration</b>	Shall commensurate with skills, experience and market trends and will not be a constraint for deserving candidate.
<b>Job Location</b>	Current location is Vadodara. However recruit may be placed at any other department/unit/offices of the company.

We are an Equal Opportunity Employer committed to creating an inclusive environment
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