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**JOB SUCCESS PROFILE**

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| **1. JOB DETAILS:** | | | |  |
| JD Code: | **LMD-LAB / JD-003** | | | |
| Designation: | Assistant Manager R&D | | | |
| Location: | BinRasheed Colors And Chemicals Mfg. Company Pvt. Ltd. Unit 2, 338A Sundar Industrial Estate Lahore | | | |
| Grade/Level: |  | | | |
| Reports to: | Manager R&D | | | |
| Department: | LMD | | | |
| Prepared/ Revised: | 1st Nov,2017 | | | |
| **2. JOB PURPOSE:** | | | | |
| Develop and modify/optimize existing Liquid Masterbatch products in consultation with Head of Department to improve products quality and achieve value creation in order to contribute in achieving business objectives of growth and profitability | | | | |
| **3.JOB OUTCOMES** | | **KEY PERFORMANCE INDICATORS** | **CRITICAL SUCCESS FACTORS** | |
| To develop new products and optimize existing formulations of Liquid Master batch to meet the needs of customers which will lead to enhance company revenue and growth | | Validation of Production Lead/Cycle and Publishing info. | Providing the best material for the production of items.  Ensure the availability of standardized and calibrated measuring equipment | |
| To carry in-house and field evaluation of products against the competition in line with business requirement and create a report by recommending some action accordingly | | Test the product according to defined parameters | Need samples of competition and necessary equipment | |
| Must keep himself/herself updated with latest technology in coating market to provide effective guidance | | Provide effective technical guidance | Provide journals and computer facility | |
| Responsible for the development of cheaper and alternative source of raw materials so that formulation costs are reduced and profit margins are increased. | | Develop a data bank of alternative sources | Provide catalogues, data sheets and samples | |
| Implementation of ISO 9001 | | Evaluate the implementation of 5s.  No. of customer complaints about the product. | Provide a good team of housekeepers.  Providing a good working environment for continuous improvement | |
| Documentation according to ISO | | Retrieval & Access Time. | A separate record section is provided to maintain record files. | |

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| **4. JOB SPECIFICATIONS:** |
| **Education:** BSc Chemical/Polymer Engineering  **Required/Preferred Experience Required:** 2 year experience |
| **5. JOB CONTEXT:** |
| **Nature of business:** Colors & Chemicals Mfg. (Pvt) Ltd  **Timings:** 8:00 AM – 5:00 PM  **Travel Requirement:** 0% |
| **6. COMMUNICATION & WORKING RELATIONSHIPS** |
| **Internal Relations:** with production, QC, R&DC, store, sales and purchase  **External Relations:** customers as when required |
| **7. DECISION MAKING AUTHORITY:** |
| * **Head of Department** |
| **8. COMPETENCIES AND INTERPERSONAL SKILLS:** |
| * Technical, * Analytical, * Computer and interpersonal |
| **Company Mission & Vision Statement :** |
| * To offer the manufacturing products and solutions based by applying international standards and best practices of innovation, cost effectiveness and customized products with commitment and dedication on quality, safety, productivity, customer satisfaction and environmental responsibility * To grow globally as the top most leading colors & chemicals associated products manufacturers and scientific solution providers for Pakistan industry keeping innovation as priority & maximum contribution to society. |

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| **9. APPROVALS:** | | |
| **Head of Department** | **Head**  **HR &ODDepartment** | **Chief Executive Officer** |
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