|  |
| --- |
|  |

**JOB SUCCESS PROFILE**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **1. JOB DETAILS:** | | | | |  | |
| JD Code: | LMD-LAB/ JD-002 | | | | | |
| Designation: | Deputy Manger R&D | | | | | |
| Location: | Bin Rasheed Colors And Chemicals Mfg. Company Pvt. Ltd. Unit 2, 338A Sundar Industrial Estate, Lahore. | | | | | |
| Reports to: | Manager R&D | | | | | |
| Department: | LMD | | | | | |
| Prepared/ Revised: | 25th October ,2017 | | | | | |
| **2. JOB PURPOSE:** | | | | | | |
| Develop and modify/optimize existing products in consultation with GM LMD and R&D Manager 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** |
| 1. To develop new products and optimize existing formulations of Liquid Master-batch and DPM series 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 |
| 1. 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 |
| 1. Responsible for ordering of new raw materials on monthly basis of both import and local purchase being used in LMD department. | | | Prepare list of materials on consumption basis and forwarded to purchase | | | Last month consumption and forecast of sales orders |
| 1. 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 |
| 1. Training of new workers | | | Effectiveness of Training | | | Activities should be assemble in a way you can get time to interact with others |
| 1. Handling of customer complaints | | | No. of repetition of same complaint & ratio of complaints. | | | Facilitate (trainings, better work environment etc.) the employees so they can improve themselves. |
| **4. JOB SPECIFICATIONS:** | | | | | | |
| **Education:** B.Sc Chemical/Polymer Engineering/MSc Chemistry  **Required/Preferred Experience Required:** 3-4 years experience | | | | | | |
| **5. JOB CONTEXT:** | | | | | | |
| **Nature of business:** Colors & Chemicals Mfg. (Pvt) Ltd  **Timings:** Day Shift--From 8:00 am – 5:00 pm | | | | | | |
| **6. COMMUNICATION & WORKING RELATIONSHIPS** | | | | | | |
| **Internal Relations:** With production, QC, Purchase, Sale and Store department  **External Relations:** Customers as when required | | | | | | |
| **7. DECISION MAKING AUTHORITY:** | | | | | | |
| * **Head of department** | | | | | | |
| **8. COMPETENCIES AND INTERPERSONAL SKILLS:** | | | | | | |
| •Technical  •Analytical  •Computer and inter personal | | | | | | |
| **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. | | | | | | |
| **9. APPROVALS:** | | | | | | |
| **Head of Department** | | **Head**  **HR & OD Department** | | **Chief Executive Officer** | | |
|  | |  | |  | | |