

<b>Company :</b>	<b>Dr. Reddy's Laboratories</b>
<b>Company Name :</b>	<b>Dr. Reddy's Laboratories</b>
<b>Nature Of Business :</b>	<b>Pharmaceutical manufacturing</b>
<b>Designation :</b>	<b>Technical Trainee</b>
<b>Tentative Job Location :</b>	<b>Pan India</b>

**Technical JD Role:**

**Technical Trainee**

All the Campus hires will be put under a specially crafted program known as the Young Leaders Development Program which is a 15 month long stint based Program. Campus hires will undergo the best-in-class experience of stint based learning, which will enable them to get a holistic view of the organization and also enable the Organization to develop a talent pool capable of taking up roles in multiple functions. In a span of 15 months, the employee will be put through a minimum of 2 and a maximum of 4 stints across R&D and Manufacturing units which will give the hire a comprehensive sense of the entire business before he/she takes up a full-fledged role. The hires will be assigned engaging projects in each stint and will also be assigned a carefully selected mentor who will provide necessary support and guidance. The hires will also get the opportunity to interact and learn from senior leaders in the process. A learning journey will be embarked upon in collaboration with our Learning and Development wing to equip campus hires with technical skills & leadership capabilities. A robust Review mechanism will be in place at the end of every stint apart from regular reviews to measure success.

**Key Focus Areas:**

- Stint in R&D

This stint will provide the hires a chance to push the frontiers of science forward and gain molecular level knowledge by giving them an opportunity to work on projects that require highly specialized skills and providing sessions on Regulatory Affairs, Intellectual Property, Chemistry, etc. This stint is aimed at developing the ability to leverage engineering principles to generate necessary insights in developing high value pharmaceutical products while delivering business value on time without compromising on technical rigor.

- Stint in Manufacturing

This stint is aimed at providing exposure to Manufacturing process, GMP, Manufacturing Design, Quality & Project Management leading to Productivity improvement, cycle time reduction & loss minimization. This will also enable understanding in design of Manufacturing models, Manufacturing Operations and Six Sigma. This stint will allow the hires a shop floor experience with a guaranteed first-hand experience of working with machines. Operating Network: The Campus hires will be in steady touch with all the stakeholders involved. This will help them understand the nuances of the business from various perspectives. The various stakeholders may include Brand managers, Third party agencies or service providers. Outcome: At the end of all the stints, hires will get confirmed in a role either in Manufacturing or R&D based on their preference and performance judged by Reviews at the end of each stint.

**Key Personal Attributes:**

- Good communication skills both written and oral, presentation skills & coordination skills.
- Excellent interpersonal skills; high level of proficiency in networking internally and externally.
- Self-starter with a go-getter attitude and an advocate of team work.
- Must be a quick learner and able to prioritize.
- Must be flexible to work in any environment including Manufacturing plants and Research labs

**Description :**

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	Program	AE	BSBE	CE	CHE	CSE	EE	ES	ME	MSE	PHY	CHM	MTH	ECO	DES	IME	CGS	HSS	EEM	MSP	NET	PSE	Stats
Eligibility :	BT	No	No	No	Yes	No	No	--	No	No	--	--	--	--	--	--	--	--	--	--	--	--	--
	BS	--	--	--	--	--	--	No	--	--	No	No	No	No	--	--	--	--	--	--	--	--	--
	MT	No	No	No	No	No	No	No	No	No	--	--	--	--	--	No	--	--	No	No	No	No	--
	DoubleMajor	No	No	No	Yes	No	No	--	No	No	No	No	No	No	--	--	--	--	--	--	--	--	--
	dual	No	No	No	Yes	No	No	No	No	No	No	No	No	No	--	--	--	--	--	--	--	--	--
	dualB	No	No	No	Yes	No	No	--	No	No	No	No	No	No	--	No	--	--	No	--	No	No	--
	dualC	No	No	No	Yes	No	No	No	No	No	No	No	No	No	No	No	--	--	--	--	--	--	--
	Mdes	--	--	--	--	--	--	--	--	--	--	--	--	--	No	--	--	--	--	--	--	--	--
	MBA	--	--	--	--	--	--	--	--	--	--	--	--	--	--	No	--	--	--	--	--	--	--
	Phd	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
	MSc	--	--	--	--	--	--	--	--	--	No	No	No	--	--	--	--	--	--	--	--	--	No
	MSR	No	No	No	No	No	--	No	No	--	--	--	--	--	--	--	No	--	--	--	--	No	--

Cost to Company : INR 900000 per annum + 2 lacs joining bonus + 10% variable

Package Details : INR 900000 per annum + 2 lacs joining bonus + 10% variable

Bond : False

CPI CutOff : 6.0

Medical Requirments : Yes

Resume Shortlist : True

Resume Shortlist Criteria: N/A

Aptitude Test: True

Aptitude Test : N/A

Duration: True

Group Discussion: 30 minutes

Group Discussion Strength: N/A

Technical Test: True

Technical Test : 30 minutes

Duration: True

Technical Interview: 30 minutes

Number of Techincal Interview Rounds: 1

HR Interview: True

**HR  
Interview  
Duration:  
Additional  
Information:**

**20 minutes**

**Technical and HR interview will happen at the same time**