



# JOB DESCRIPTION

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|--|---|--|
| <b>Position</b>                                  | Head Research and Development:  |  |
| <b>Reporting To</b>                              | Director  |  |
| <b>Job Purpose</b>                               | for cost saving, Indian suppliers sourcing , double sourcing requests;  |  |
| <b>Qualification Required</b>                    | Master's degree (or 5-years University level degree) in chemistry or equivalent experience in the function<br>Minimum of 8 years' experience managing a research team     |  |
| <b>Experience Required</b>                       | 8+ Years  |  |
| <b>Key Objectives / Tasks / Responsibilities</b> | <b>Performance Indicators/ Outcomes/Activities</b>  |  |
| <b>Supervise production Activity</b>             | Developing and rationalizing a product line   |  |
|  | Fulfilling the commitments in terms of lead time and product performance  |  |
|  | Monitoring the day-to-day activities of the research team;  |  |
|  | Informing his/her relevant Manager of the progress of each project;   |  |
|  | Ensuring the technical contact with the main customers  |  |
|  | Being a full support for developing Indian sourcing (raw material European equivalence)   |  |
|  | Ensuring proper functioning of the department he/she is in charge of managing & dividing up studies among the technicians team for cost saving, double sourcing requests; |  |
| <b>Behavioral Competencies</b>                   |   | <b>Technical Competencies</b>          |
| Interpersonal Skill                              |   | Knowledge of Polymer, Paints & Plastic |
| Problem Solving                                  |   | technical specificities in formulation |
| Communication Skill                              |   | Product Knowledge                      |
| Team Management                                  |   | Confirmed managerial capacities        |
| Analytical Skill                                 |   | Team spirit                            |
| R&D Skill  |   |  |
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