

JOB DESCRIPTION

Position Title	Assistant Manager-Process Engineering
Company	Gujarat Fluorochemicals Limited, Ranjitnagar
Grade / Level	IV
Division / Department	Technical services

1. JOB PURPOSE

Provide process engineering solutions to technical problems in the existing plant.

2. PRINCIPAL ACCOUNTABILITIES

Accountabilities	Major Activities	Key Performance Indicators
Continuous Technology up-gradation of the existing processes to retain competitive edge at the global level.	<p>Daily audit of plant performance. Analysis of deviations. Root cause analysis of failures. Troubleshooting. Identifying opportunities and need for process and plant up-gradation, in the areas of capacity enhancement, quality improvement, energy efficiency, material efficiency, by-product recoveries, emission reduction, reducing recurring failures & interruptions, increasing equipment life, manpower rationalization, improving safety, HAZOP studies, Energy Audit and Conservation, overall cost reduction etc. and providing innovative technical solutions to achieve operational excellence of the plants and processes.</p> <p>Preparing Plant and process up-gradation schemes, implementation, providing commissioning assistance and performance trials.</p>	Reduction in no. of plant interruptions, reduction in customer complaints, reduction in overall operating expenditure. Increase in plant capacity. Improvement in raw material efficiency, equipment life, process safety.
Absorption and Management of New Technology	Understand the know-how/know-why of the new technology. Study material and energy consumption patterns suitable to local conditions. Procurement of equipment, component and materials. Project implementation and trials.	No. of successfully absorbed technologies.
Technical Manpower development	<p>Training of technical persons. Oversee their technical performance.</p> <p>Improving the technical skills of engineers by arranging various training sessions by renowned engineering equipment/machinery suppliers. Making specific training material available.</p> <p>Introducing newly available equipment design soft-wares and imparting training to the engineers.</p>	No. of highly competent, skilled professionals developed, fetching good schemes in saving energy, improving raw material efficiencies, improving product quality etc.

3. SKILLS AND KNOWLEDGE

Educational Qualifications

Minimum Qualification: B.E. Chemical /M.Tech.Chemical

4. Functional & Behavioral Skills

Ability to work independently and as a team member; excellent interpersonal skills, communication, sound judgment, tact, discretion, organizational problem analysis and problem solving skills; highly motivated and self-directed. Stretchable and Flexible, Demonstrated ability to integrate the developed technology with commercial plant. Ability to assimilate and understand scientific and technological issues. Thorough understanding of process engineering and various chemical processes.

5. Relevant and total years of Experience

Total & relevant experience: 6-8 years

Job Challenges

Track the pulse of the operating plant on day-today basis in order to quickly troubleshoot the problems and prevent them from recurring.

Implement the cost reduction initiatives with minimum resources, safely and in time bound manner.

Generate technical/technological solutions at short notice within the organization by building the strong technical team.

Successfully commercialize the fluorospecialty projects within stipulated time and budget.

Develop vibrant technical manpower & retain them for longer period.

Competency Required

	Entrepreneurial Drive	Customer Service Orientation	Analytical Thinking	Managing Self
	Taking Initiative, Achievement Orientation, Risk Taking Ability	Service Delivery, Value Addition, Listening & Responding	Conceptual Thinking & Problem Solving, Cognitive Behaviour, Lateral Thinking	Self Discipline, Self Awareness, Time Management
	Energetic & tenacious ability to deliver, taking initiatives involving calculated risk. The rationale is that for effective implementation, intellectual analysis is not sufficient. It demands a bias for action, that is taking rapid entrepreneurial decisions and the energy, tenacity and resilience to overcome obstacles.	The degree to which one focuses efforts in discovering the needs of individuals or customers and provide them a high quality service in an efficient and an effective manner. It is concerned with performing work constantly and consistently to a level, so that customer demands are met and exceeded consistently.	It is a purposeful, reasoned and goal oriented thinking. The ability to solve problems using a systematic approach. It involves visioning the future goals to be achieved, collecting the information, analyzing the cost, risk and the chances of success involved, by taking the right decision.	It is the ability to know your triggers, preferences , and the internal resources and be able to apply them to guide the performance. It would include goal setting, decision making , focusing, planning, organizing, taking initiative and taking calculative risk to achieve the goals in the given time period.