

■ Director

Terms of Appointment :

The Director shall normally be appointed for a term of five years.

Qualifications :

He should be a Technologist with a PhD / Post Graduate qualification preferably in Rubber / Polymer Science & Technology from reputed institutes like IITs having original published technical papers in reputed journals in the field of Elastomeric materials/related technologies and its application. An MBA and / or a qualification in Operations / Human Resources Management from reputed B-Schools.

Experience :

He should have an overall experience of at least 15-20 years out of which at least 4-5 years in successfully heading the Management and Administration of multidisciplinary Research organization.

The experience shall include Research & Development, Product development, Project proposal and report writing, knowledge on analytical instruments, Analytical Testing of Rubber / polymers and allied chemicals. Training and consultancy services, Research publications, project planning and management etc .

Age : The candidate should not be more than 50 years (but for exceptional candidates, the age should not exceed 54 years.).

Pay Scale : In the pay scale of Rs.37400-67000 with –GP-12000.And allowances as applicable to IRMRA employees.

The roles and Responsibilities of Director are to provide Research Leadership, which includes :

- Promoting and facilitating leading-edge research, including collaborative and interdisciplinary research, in Rubber and allied technologies and acquiring Research funded projects from Financial institutions
- To motivate & provide sufficient support for, a community of innovative researchers to enhance research capacity at the Institute and to increase internal and external research opportunities for scientists / technologists, Research fellows;
- To develop networks between IRMRA and researchers in the field in the public and private sectors, locally, nationally and internationally; where applicable, developing mutually beneficial linkages with industry in order to develop partnerships and collaborative research;
- To transfer knowledge to society through outreach and, where applicable, through technology transfer (e.g. collaborative research; contract work; and commercialization of intellectual property);
- To identify and acquire latest equipment which will substantially improve IRMRA capabilities. To drive indigenization of rubber & allied products to support Indian Rubber end user industries by way of import substitutes
- To upgrade capabilities of SMEs by continuously conducting industry oriented training programs / technical workshop / seminars / conferences etc
- To manage and continuously upgrade Quality Accreditations & certifications as per National / International standards
- To uphold and enhance the formidable reputation of IRMRA as a Premier Research organization in

the Rubber and Allied field

Director is responsible for providing Administrative Leadership, which includes :

- Provide overall effective leadership to the Institute's Research and Development and Testing activities
- Design and implement a comprehensive strategy to increase revenues as per projections in
 - R&D projects
 - Product development
 - Testing
 - Training and consultancy services
- Reduce & optimize overall operational costs by managing all available resources
- Design and implement effective Human Resource strategies
- Design policy and promotional initiatives that will enable IRMRA to become the leading R&D Institution in its field globally
- Leading strategic planning for IRMRA to ensure that the objectives are aligned with the Strategic Planned objectives;
- Overseeing the proper discharge of administrative duties of the research centre including supervising personnel, financial management, and operations;
- Managing the research plan effectively and efficiently, ensuring that accepted standards of research and ethical behavior are met;
- Ensuring all statutory compliances on time

The candidates fulfilling the above criteria are required to send their application in sealed envelopes on and before **30th June 2014**

Interested candidates are advised to send their applications to

The following address :

The Sr. HR Officer,
Indian Rubber Mfrs. Research Association,
[An NABL Accredited Lab]
[Aff. to Ministry of Commerce & Industry, GoI],
Plot No. 254/1B, Road No.16-V
Wagle Industrial Estate,
Thane [West] – 400 604, Maharashtra.