



Job Description

Basic Details: Fill the required information about business, unit, location, position, reports to position and date of updated JD.

Business	Birla Carbon		
Unit	Birla Carbon Corporate USA		
Location	Corp. and North America Offices		
Poornata Position Number	00196171	Reports To: Poornata Position Number	00143861
Poornata Position Title of the job (30 characters max)	Senior Scientist	Reports to: Poornata Position Title	Product Design and Development Manager
Function	RCB PD&D	Reports to: Function	RCB PD&D
Department	R&D	Reports to: Department	R&D
Designation of the Employee	-	Designation of the Manager	-
Date of writing/ JD Update	01/12/2023		

1) Job Purpose (max 1325 Characters)

(What is the main reason the job exists - what is the primary output or result? Example: "Plan, organise and control selling operations in order to achieve targeted sales turnover with reduced and controlled overhead costs.")

Proactive design and development of new products for tire and non-tire rubber applications. Lead development projects from ideation to commercialization following a stage gate process, interfacing across company functions and with customer technical teams. Potential for Growth pathway into Group and Project Management.

2) Dimensions

What quantifiable impact does the position have? Please overwrite the examples below.

Dimension	Metrics
Business Workforce Number (Max 254 Characters)	
Unit Workforce Number (Max 254 Characters)	
Function Workforce Number (Max 254 Characters)	
Department Workforce Number (Max 254 Characters)	9
Other Quantitative and Important Parameters for the job: Budgets/ Volumes/No. of Products/Geography/ Markets/ Customers or any other parameters	~60 rubber carbon black customers.

3) Job Context & Major Challenges (Max 3975 Characters)

(What are the specific aspects of the job that provide a challenge in the context of the Unit/Dpt.?)

This role is based at the Marietta corporate office and technical laboratories but encompasses global product development activities for rubber markets. The role is tasked with contributing to the delivery of tactical business goals for



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3) Job Context & Major Challenges (Max 3975 Characters)

(What are the specific aspects of the job that provide a challenge in the context of the Unit/Dpt.?)

development, commercialization and growth of rubber carbon black new products. This includes development of innovative core carbon black products as well as synergistic materials with a strong focus on sustainable raw materials. The role is also responsible for developing fundamental knowledge of structure property relationships required for product development insights as well as internal and external training.

Key challenges include:

- Design and development of products to meet or exceed customer requirements.
- Management of projects to commercialization working with marketing, sales and manufacturing functions as well as customer technical teams.
- Adapting the product development portfolio to the increasingly dynamic nature of the tire and rubber industry with regards to the sustainable raw material transition.

4) Principal Accountabilities

(4 – 8 major functions that comprise the job and the approximate portion of the year devoted to each)

Accountability/ Key Result Areas (max 1325 Characters) <i>(Example: "Consolidate accounts on a quarterly basis to meet regulatory requirements")</i>	Supporting Actions/ Tasks (max 1325 Characters) <i>(Example: Coordinate with several units to ensure receipt of accounts statement")</i>	% of Time (add to 100%)
Identification of new product opportunities. Design and development of new products:	<ul style="list-style-type: none"> ▪ Coordination with various stakeholders to identify new opportunities for product development ▪ Design appropriate lab studies ▪ Batch area/scale up work ▪ Production plant trials – coordination and lead ▪ Interpret data and present results and reports <p>Time allocation: 50%</p>	
Technical information gathering and external engagement:	<ul style="list-style-type: none"> ▪ Attend relevant conferences ▪ University/research center engagement ▪ Customer technical team engagement <p>Time allocation: 15%</p>	
Product development pipeline project management:	<ul style="list-style-type: none"> ▪ Coordination with sales, marketing and manufacturing functions ▪ Developing pipeline documentation ▪ Stage gate progression management <p>Time allocation: 15%</p>	
Develop, maintain and disseminate fundamental knowledge of carbon black and rubber reinforcement:	<ul style="list-style-type: none"> ▪ Develop understandings of structure-property relationships for key reinforcement phenomena 	



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	<p>through fundamental and applied research studies.</p> <ul style="list-style-type: none"> ▪ Develop white papers, conference presentations, blogs and technical training resources ▪ Delivering internal and external technical training ▪ Support marketing and sales functions as required with technical consultations <p>Time allocation: 20%</p>
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5) Job Purpose of Direct Reports Describe the job purpose of the direct report/s to the job (in 2-3 lines for each report) *(delete if no direct reports)*

No direct reports

6) Relationships (Max 80 Characters) *(not including superior or subordinates)*

Internal	Frequency	Nature
• Director Rubber Product Design and Development	Daily	Project updates, coordination and technical consultations
• Product Design and Development Manager	Daily	Project updates, coordination and technical consultations
• Product development group members	Daily	Work flow coordination and technical consultations
• Laboratory Facilities	Daily	Work flow coordination and technical consultations
• Sales and Marketing	Weekly	Development of pipeline documentation and product development. Technical/economic consultations.
• Manufacturing	Monthly	Technical consultation and coordination of product development trials
• HSE & Legal	Monthly	Development of IP for new product development. Review of patent landscapes.
• Senior management	Semi-Annually	As required, updates on product development pipeline.
External	Frequency	Nature
• Customer technical teams	Monthly	Presentation of new development products, technical presentations, coordination of joint projects and product evaluations.

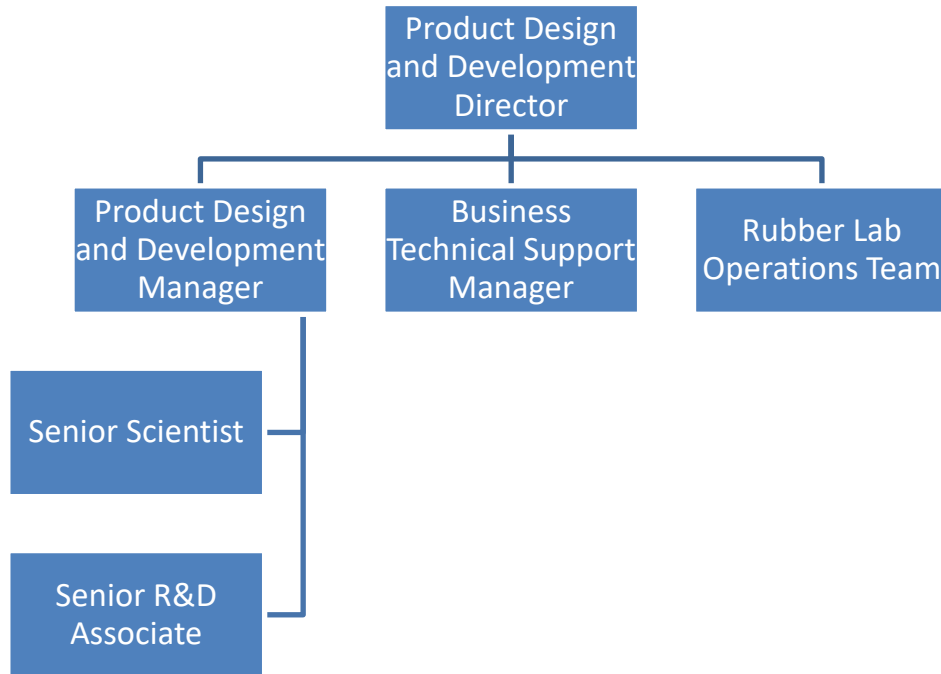


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6) Relationships (Max 80 Characters) *(not including superior or subordinates)*

• Universities and research institutions	Quarterly	Coordinate and guide ongoing fundamental research programs.
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7) Organizational Relationships Provide the structure for a level above and below the position for which this job description is written. Use position titles in the structured and indicate all the reports of the position.





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Position Requirements		
	Requirement	Related Education & Experience
Knowledge Skills and Ability	<ul style="list-style-type: none"> • <i>Data analysis and data analysis packages (minitab, origin, matlab etc.)</i> • <i>Design of experiments</i> • <i>Strong written and verbal communication</i> • <i>Strong interpersonal skills</i> 	<ul style="list-style-type: none"> • <i>PhD in physical sciences.</i> • <i>5+ years of experience in the tire/rubber industry in a technical/development role</i> • <i>Experience of materials evaluation and rubber compound design</i> • <i>Experience of team and project management</i>
Required Licenses /Certification	<i>None</i>	
Misc. Requirements <i>(travel, physical effort, work environment etc)</i>	<i>10% - 20% travel</i>	
Preferred Qualifications	<i>PhD in physical sciences and 5+ years' experience in the tire/rubber industry. Experience of team and project management</i>	