

Start Up: Research Center in Goa

- To provide the HR leadership to build an R&T Chemistry Centre in Goa which is fully operational by end 2007.
- Including:
 - ◆ initial proposal definition
 - ◆ organisation strategy
 - ◆ effective recruitment
 - ◆ development and retention strategies to ensure a fully operational centre by end 2007
 - ◆ HR project leadership including mobilisation of local HR



Above: example materials produced to raise awareness of the project with academic institutions in India.

Below: example of the project updates

R&T Goa People Stream Update – January 05

Human Resources Progress Update – Marketing

Human Resources Progress Update – Recruitment

	Update as of Sept 9, 2004	Update as of Sept 9, 2004
<p>Recruitment Plan</p> <ul style="list-style-type: none"> ✓ Creation of first draft recruitment plan <ul style="list-style-type: none"> ○ 4 different phases planned ✓ Two tier recruitment strategy developed <ul style="list-style-type: none"> ○ Head and Group Leaders ○ PhDs/Team Leaders and Chemists 	<p>Issues to be Addressed</p> <ul style="list-style-type: none"> ➢ Timing of recruitment to be confirmed once clearer view on building schedule ➢ Management of logistics between offer, start date and training 	
<p>Recruitment Consultants</p> <ul style="list-style-type: none"> ✓ Appointment of Recruitment consultants for both tiers completed <ul style="list-style-type: none"> ○ Head and Group Leaders: Korn Ferry International ○ PhDs/Team Leaders and Chemists: 3P Consultants Pvt. Ltd. ✓ Briefing session for consultants completed 	<p>Next Steps</p> <ul style="list-style-type: none"> ➢ Sign consultancy contracts ➢ Set up schedules for reviews with Korn Ferry ➢ Interview guides to be produced for Head position ➢ Confirm which psychometrics to use to assist selection ➢ Confirmation of competency profile for candidate 	
<p>Recruitment Tool Kit</p> <ul style="list-style-type: none"> ✓ Key elements identified ✓ Draft Role profiles in place ✓ Review of application forms underway ✓ Review of T&P recruitment materials and learnings underway 	<p>Risks</p> <ul style="list-style-type: none"> ➢ Head of Chemistry role is a challenging role to fill 	
<p>Recruitment Resources</p> <ul style="list-style-type: none"> ✓ Head hunters ✓ Ganesh Sherman ✓ Basel/UK Senior Chemists ✓ Robert Nyfeler ✓ Sandya Lobo 		