Want to spice up your career prospects? Then welcome to Synthite Industrial Chemicals Ltd., India's largest exporter of spice oleoresins - a US$ 60 million company specialising in plant - derived natural products as distillates, extracts, emulsified concentrates and spray-dried powders, for application as flavourings, colourants, fragrances, nutraceuticals and the like, across the world.

Being the industry leader, the company enjoys benchmark status in product and process qualities. The company's core competencies are largely based on its in-house R&D. This Govt. of India recognised Research Centre located at Synthite Valley, Kochi, Kerala, requires the following personnel to participate in its ambitious growth endeavours.

**Head - Measurements Division**

Should be a Ph.D. in Chemistry/Material Science with subsequent work experience of over seven years in academia/industry. At least two years of postdoctoral work should be in world-class research. Hands-on experience should include physicochemical assessment of organic compounds/compositions. Exposure to measurements in foods/other FMCG products would be advantageous. Should have expertise in devising measurement methods for evaluating efficacy and safety of products and/or for monitoring and control of manufacturing processes. Should have leadership qualities and experience in leading a department/team. Publication/patent record should be good, and should have made contributions as senior author in at least a few. Age should be above 35 years. The selected candidate will lead the team providing measurement inputs for basic and exploratory research, product and process development and raw material and product specifications.

**Research Scientists - Exploratory Research (Five Positions)**

The candidates should have doctorate degrees in Organic Chemistry (for two of the positions), Material Science/Physical Chemistry/Polymer Chemistry/Surface Chemistry (one position), Cell Biology/Nutrition/Biotechnology (one position) and Biochemistry (one position). Further postdoctoral work experience in academia/industry in the discipline(s) indicated for a minimum of two years are also required. Should have at least a few publications in good scientific journals. Hands-on experience of the Organic Chemists should be in Synthetic Organic Chemistry, separation methods and structure elucidation via, modern instrumental methods. For the Physical/Chemical Science specialist, exposure to surfactants/rheological additives/flow modifiers is required. For the biological scientists, expertise in designing and developing appropriate assays for the study of biological activity of secondary metabolites of plant origin is a must. All candidates applying for exploratory research positions should have insight into structure-activity relations; they should be good, both in theory and experimentation. The selected scientists will be involved in basic and exploratory research in the area of plant derived natural products. Preferred age around 30 years.
Research Scientists - Innovations

• Chemistry (One Position)
• Engineering (One Position)

The scientist in Chemistry should have a doctorate degree in Natural Products/Organic Chemistry and the latter should be a chemical engineer. For both, subsequent work experience - of a minimum two years for the scientist, and five years for the engineer - in optimising/scaling up manufacturing processes of organic compounds and/or compositions is required. The incumbents will be involved in product and process innovations. Age around 30 years.

Research Scientists - Measurements

• Physicochemical (One Position)
• Microbiological (One Position)

Should have a doctorate degree in Physical Chemistry/Analytical Chemistry/Organic Chemistry/Material Science (for the physicochemical area) and in Microbiology (for the latter). Should also have at least two years of work experience in academia or FMCG/drug industry. For the physicochemical area, relevant experience should be in modern instrumental analysis with a good track record in designing and developing measurement methods for quality and performance assays. For the microbiological area, in microbial assays especially for quality control of foods/FMCG products and/or designing methods for evaluating quality and efficacy. The selected scientists will be positioned in the measurements division. Age above 30 years.

Scientist - Perfumery and Flavouring

Should be a postgraduate in Science/graduate in Engineering. Should have been active in olfactory assessments for a minimum of five years. Should be well-versed in odour/flavour ratings, compounding and base odour masking. Should have a broad understanding of fragrance materials, flavourings and their interactions with different substrates used in FMCG products. An established track record in creating flavours of repute is an added advantage. Should be good in networking and documentation. The selected person will provide technical inputs in new product development and lead a team in olfactory assays. Age not less than 30 years.

Scientist - Information and Documentations

Should be a postgraduate in Library Science with a minimum of two years’ experience in library and/or documentation area in an academic or industrial set up. Should have good exposure to modes of data storage, information retrieval and literature search via both manual and computer assisted methods. Should have exposure to IPR documentations, especially patents. The incumbent will be in charge of library and will coordinate documentations at R&D. Age around 30 years.

Those appointed will play a key role in shaping the future and strengthening the global market position of the company. Synthite offers very attractive remuneration packages, excellent work environment and inspiring career growth opportunities. Interested candidates may send/e-mail their detailed résumé within 7 days to:

The HR Manager,

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