Tatva Chintan Pharma Chem limited

Job Description

Job Title

Head – Research & Development (R&D)

(GM & above level)

Location

Vadodara, Gujarat (R&D Centre)

Reporting To

CTO

Role Purpose

The Head – R&D will lead and strengthen Tatva Chintan's R&D function with a strong focus on **new product development (NPD)** for specialty chemicals. The incumbent will be responsible for translating laboratory-scale innovations into **commercially viable, safe, scalable, and robust manufacturing processes**, overseeing the entire journey from **concept, lab development, pilot trials, scale-up, and plant commercialization**.

Key Objectives

- Develop **new specialty chemical products** aligned with Tatva Chintan's strategic focus areas.
- Ensure **successful technology transfer** from lab to pilot to plant scale.
- Drive **process innovation**, cost optimization, and sustainable chemistry.
- Strengthen R&D as a core competitive advantage supporting long-term growth.

Key Responsibilities

1. Research & New Product Development

- Lead ideation, selection, and development of **new products** in segments such as:
    - Phase Transfer Catalysts
    - Structure Directing Agents
    - Electrolyte Salts
    - Pharma, Agro & Specialty Chemical Intermediates
    - High-purity chemicals for electronics & semiconductors
- Conceptualize and execute **laboratory-scale synthesis**, route scouting, and optimization.
- Ensure product feasibility considering **commercial viability, scalability, safety, and regulatory compliance**.

2. Scale-Up, Pilot & Commercialization

- Own and lead **scale-up activities** from lab to pilot plant and further to full-scale manufacturing.
- Work closely with **pilot plant, production, engineering, EHS, QA, and QC teams** for smooth commercialization.
- Address process challenges such as heat/mass transfer, reaction kinetics, impurity control, solvent recovery, and yield optimization.
- Ensure robust **technology transfer documentation** and SOPs.

3. Process & Technology Leadership

- Champion **advanced chemistry platforms** including:
    - Conventional organic synthesis
    - Continuous flow chemistry
    - Electrochemistry
- Drive process intensification, greener chemistry, and cost-effective routes.
- Guide selection of appropriate reactors, materials of construction, and operating conditions.

4. Team Leadership & Capability Building

- Lead, mentor, and develop a team of scientists, chemists, and R&D professionals.
- Set clear goals, review performance, and build a **high-performance R&D culture**.
- Foster innovation, cross-functional collaboration, and knowledge sharing.

5. Strategic & Cross-Functional Collaboration

- Align R&D roadmap with business strategy, marketing insights, and customer requirements.

- Support customers with **technical discussions, product presentations, and problem solving**.
- Interface with procurement, sourcing, QA/QC, EHS, and regulatory teams.

6. Compliance, Safety & Documentation

- Ensure adherence to **EHS standards**, safe handling of hazardous chemicals, and statutory requirements.
- Maintain comprehensive documentation for development, validation, and audits.
- Support intellectual property creation (process know-how, patents where applicable).

Qualification & Experience

Educational Qualification

- **Ph.D. in Organic Chemistry** (mandatory)

Experience

- **Minimum 20 years of hands-on experience** in R&D of specialty chemicals.
- Proven track record in:
    - New product development
    - Lab-to-pilot-to-plant scale-up
    - Commercialization of chemical processes
- Experience in organizations with **multi-product plants and advanced chemistry platforms** preferred.

Technical Competencies

- Strong expertise in **organic synthesis and process chemistry**
- Scale-up knowledge involving:
    - High-pressure and low-temperature reactions
    - Hazardous chemicals and reactive intermediates
    - Continuous flow and electrochemical processes
- Deep understanding of **reactor systems, purification, distillation, and solid handling**
- Familiarity with analytical development techniques -ADL (HPLC, GC, LCMS, ICP, etc.)

Leadership & Behavioral Competencies

- Strategic thinker with strong execution capability
- Excellent problem-solving and decision-making skills

- Ability to lead multidisciplinary teams
- Strong communication and stakeholder management skills
- Innovation-driven, commercially oriented, and hands-on

Why Join Tatva Chintan

- Industry leader in specialty chemicals with **strong global presence**
- State-of-the-art R&D, pilot, and manufacturing infrastructure
- Opportunity to lead **end-to-end innovation and commercialization**
- Visionary growth plans including **new greenfield facilities**
