

Talent Hunt

2023-2024





About Us

Sun Pharmaceutical Industries Ltd. (Sun Pharma) is the fourth largest specialty generic pharmaceutical company in the world with global revenues of over US\$ 5 billion. Supported by more than 40 manufacturing facilities, we provide high-quality, affordable medicines, trusted by healthcare professionals and patients, to more than 100 countries across the globe.



1983

Year Founded



\$5 Billion+

Global Revenue



4th Largest

Generic Pharmaceutical
Company Worldwide



37000+

Employees Across
The Globe

Our Vision

Reaching People And Touching Lives Globally As A Leading Provider Of Valued Medicines

Sunology

Sunology, a combination of Sun and Ideology is the way of life at Sun Pharma.

Humility

- Under promise and over deliver
- Let your work speak for you
- Always put 'we' before 'me'
- Learn from mistakes

Integrity

- Do the right thing with conviction and without fear
- Practice honesty, impartiality and fairness at all times
- Adhere to strong ethical and moral standards
- Have courage to call out what is not right

Passion

- Infuse energy in everything that you do
- Walk that extra mile
- Inspire others
- Do your best in every situation

Innovation

- Strive to implement new ideas & technologies to meet unmet needs
- Encourage others to think out-of-the-box
- Do not limit yourself
- Believe in raising the bar every time



Our Values



Our values represent our promise to our stakeholders.

Quality

- Get it right the first time

Reliability

- Maintain efficiency & discipline in all processes & systems and fulfil the promises made to stakeholders

Trust

- Be transparent in dealings

Consistency

- Endeavour to bring new products to the market & consistently deliver value to stakeholders

Innovation

- Implement new ideas & technologies to meet unmet needs and think ahead of times

What is Talent Hunt?

An online campus recruitment process of Sun Pharma for their R&D centers located at Baroda and Gurgaon for their Analytical Development Department for the year 2023-24.



The objective of Talent Hunt is to identify a pool of talented M. Pharm/M.Sc. students across the country through a centralised rigorous testing and interview mechanism. Sun Pharma will provide career path through which the selected candidates can groom and transform into future Pharma leaders.

Who is eligible for the Talent Hunt?



Students who are currently in their final semester/year in **M.Pharm** with disciplines of **Pharmaceutical Analysis, Pharmaceutical Chemistry and Quality Assurance** and **M.Sc.** students in the disciplines of **Pharmaceutical Chemistry, Physical Chemistry, Analytical chemistry and Organic Chemistry** only can register through the link provided by Sun Pharma in the invitation mail.

Students who are currently pursuing their final academic semester/ year and who can join the organization by June end 2023 after completion of their academic requirements may only register.



What is the Selection Process?

It is a two step process.

First step: An online test comprising of Technical Evaluation and Aptitude of 90 min. and 60 min. respectively.

The Aptitude test shall be a qualifying test and the marks shall not be considered for the shortlisting. Post the test, the shortlisted students would be communicated individually through their personal mail IDs. There is no provision for offline mode exam.

Second step: Online/ offline interview of the shortlisted candidates of the Technical and Aptitude test for preparing the final shortlist. The candidates who have been finally selected shall be communicated through their personal mail IDs. The selected candidates would be absorbed as per vacancy availability.

• **Online Test**

- Technical test – 90 min. (MCQs)
- Aptitude test – 60 min. (MCQs)

• **Interview**

- Shortlisted from Technical test
- Aptitude test is qualifier only
- Online/ Offline interviews

• **Final Result**

- Individually communicated
- Absorbed against vacancies

Architecture of Talent Hunt



- **Invitation**
 - Invitation to M.Pharm students in the disciplines of Pharmaceutical Analysis, Pharmaceutical Chemistry and Quality Assurance and M.Sc. students in the disciplines of Pharmaceutical Chemistry, Physical Chemistry, Analytical chemistry and Organic Chemistry to register for Talent Hunt.
- **Testing & Interview**
 - Online Technical & Aptitude test.
 - Shortlisted candidates to undergo the interview.
- **Final Shortlist**
 - Final shortlist prepared basis interview marks.
- **Joining**



•Induction

- Inducted into Analytical Development Department at entry level (Senior Officer Grade - 12B)

•Performance

- Perform as per the metrics provided

•Growth

- Grow to higher roles by meeting defined criteria



Timelines (Tentative)

Milestones	Time lines
Invitation to colleges along with test dates	6 th December,2022
Closing of invites	26 th January, 2023
Communication from Wheebox on test link	10 th February, 2023
Online Test	12 th February ,2023 (10 am to 12:30 pm)
Communication to shortlisted candidates for interview	20 th February,2023
Interviews	23 rd February – 9 th March,2023
Final shortlist	20 th March,2023
Joining	Last week of June,2023

Compensation & Benefits

CTC: 2.9 LPA (M.Pharm) & 2.7 LPA (M.Sc.)

Joining Support

- ✓ Travel reimbursement by 3rd AC to Baroda/ Gurgaon
- ✓ Guest house accommodation on twin sharing basis for initial 15 days
- ✓ Shifting expense as per pre defined grid basis distance



Benefits

- ✓ Leave benefits – Sick leave (7), Casual Leave (7) Privilege Leave (16), Maternity Leave (as per Govt. guidelines) & Paternity leave (7 days).
- ✓ Medical Insurance – Self, Spouse and 2 children covered for 2.5 lakhs per annum. Option to add 2 parents and to avail top up upto 300% of Sum Assured on payment of a nominal premium.
- ✓ Group Accident Policy to cover any unfortunate life events.
- ✓ Loan benefit – 6 times the monthly basic @ 6.5% reducing rate of interest post probation (6 months).
- ✓ Marriage gift – 50% of basic salary.
- ✓ Working hours and days – 9 hrs from Monday to Friday.



Disclaimer



Participating in Talent Hunt is voluntary and does **NOT** assure a job in any Sun Pharma or its subsidiary companies. Talent Hunt is **NOT** liable for any legal obligations related to recruitment.

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Thank You