



Talent Hunt

**Test Date : 12th February, 2023
(10:00 am to 12:30 pm)**



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

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.



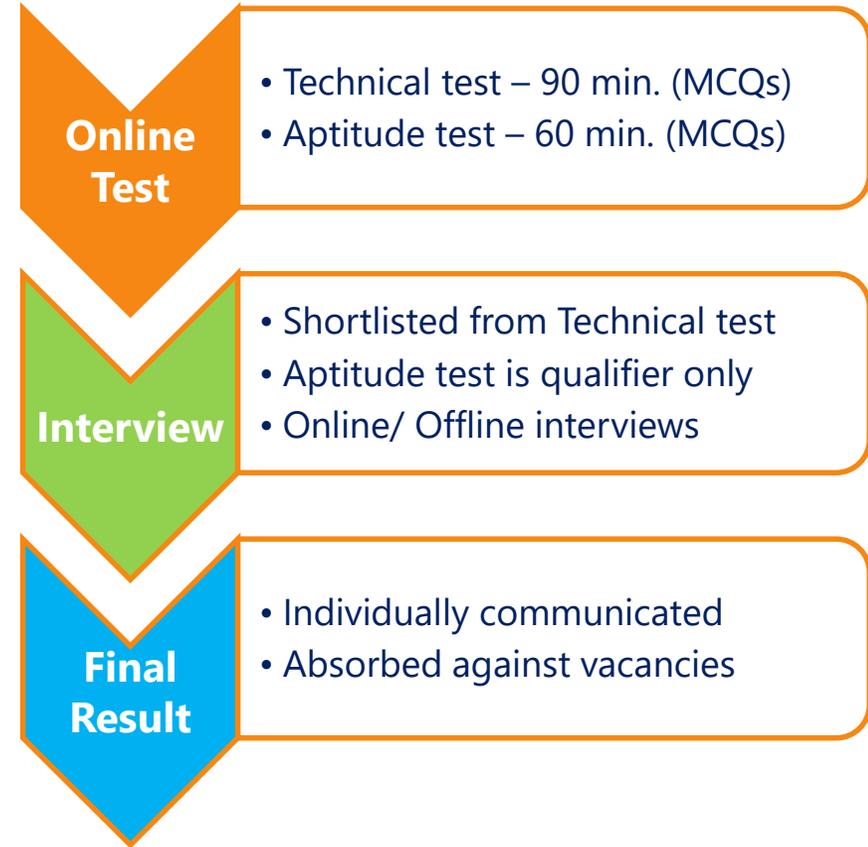
What is the Selection Process?

It is a two step process.

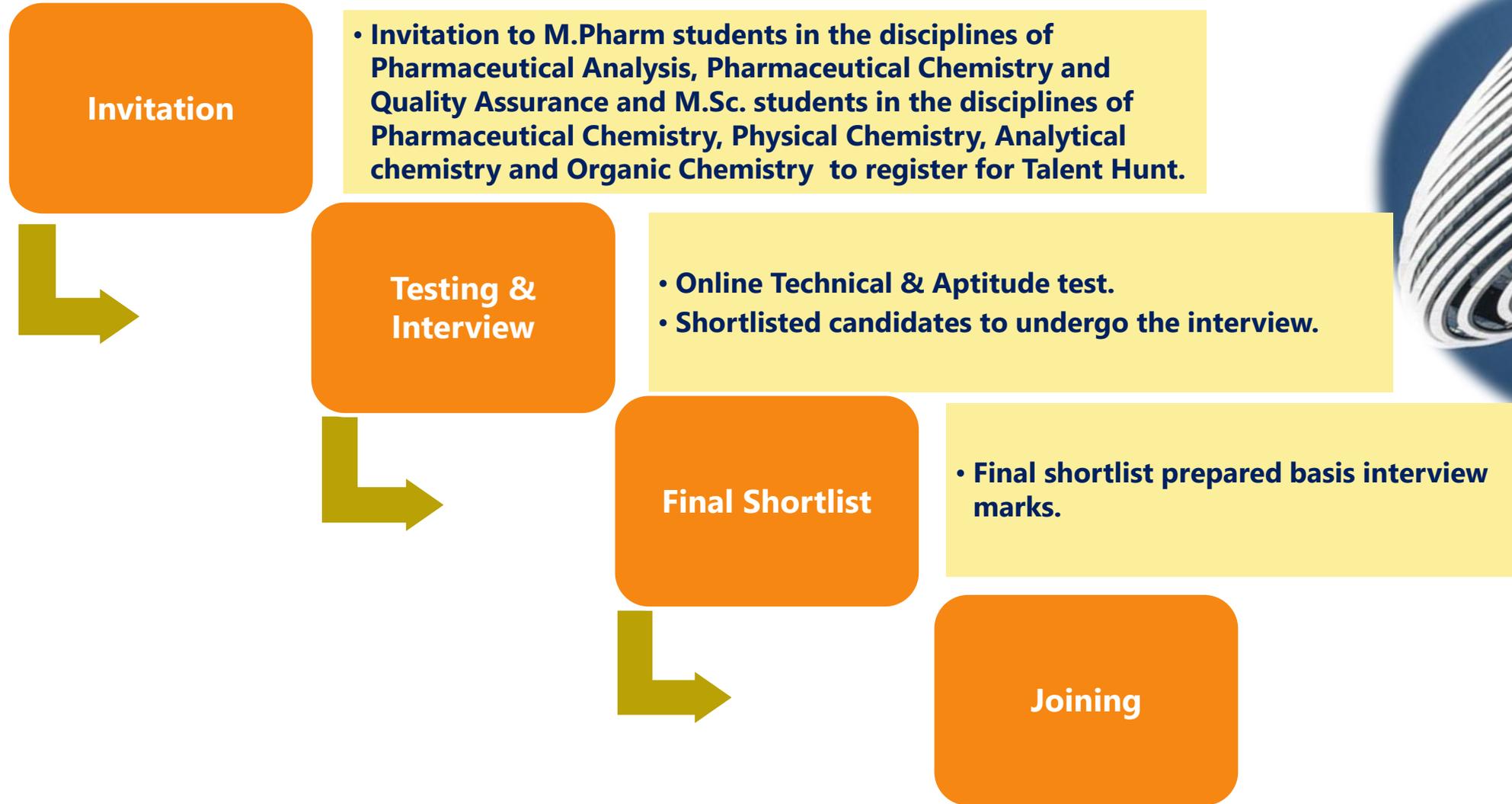
First step: An online test comprising of Technical Evaluation and Aptitude of 90 min. and 60 min. respectively.

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.

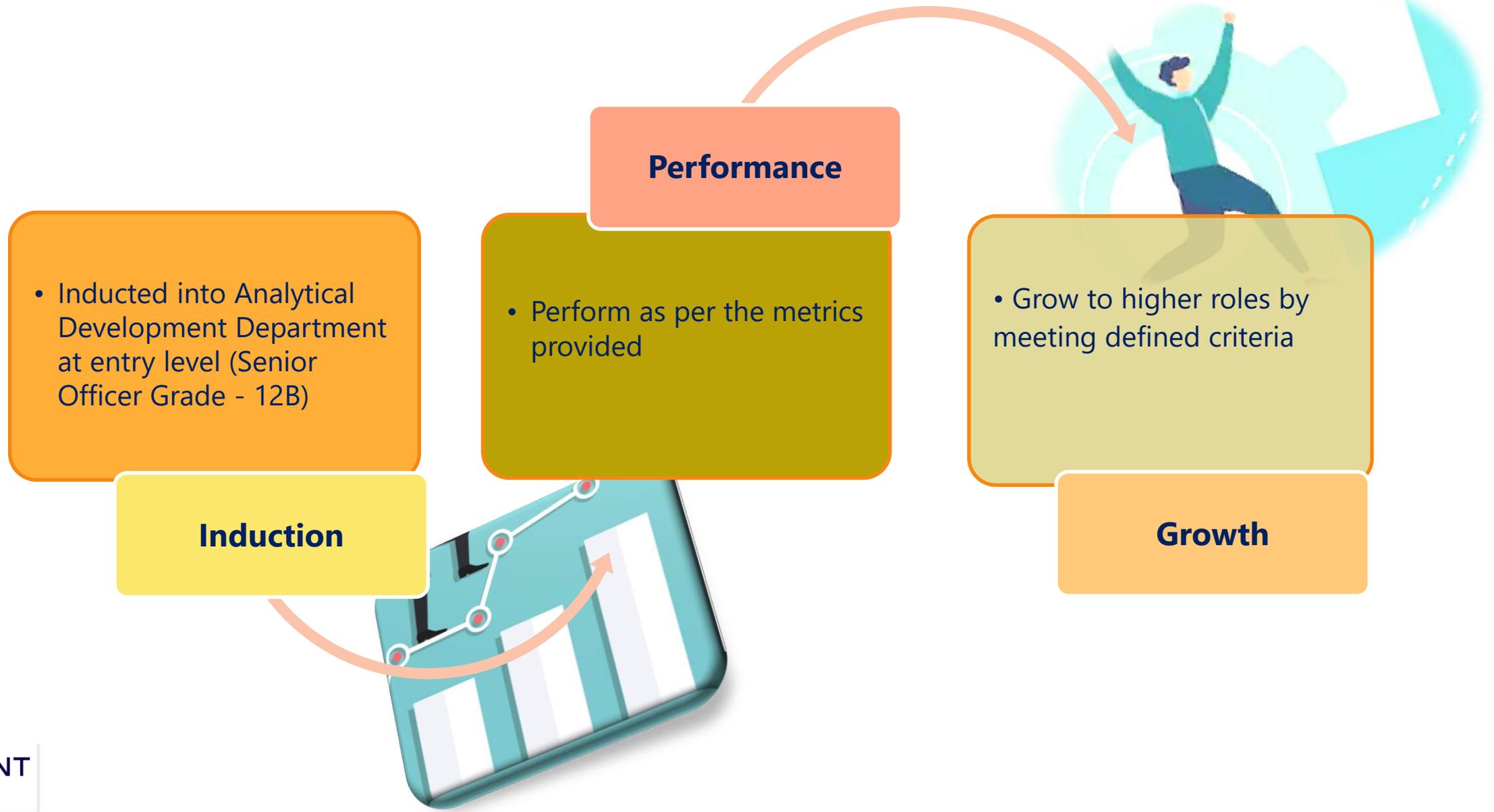
Second step: Online/ offline interview of the shortlisted candidates of the Technical and Aptitude test for preparing the final shortlist. The candidates who have been finally selected shall be communicated through their personal mail IDs. The selected candidates would be absorbed as per vacancy availability.



Architecture of Talent Hunt



Career Management



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.



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.

Talent Hunt is committed to protect your privacy and works towards offering you a useful, safe online experience. Except where specifically agreed upon or necessary for operational or regulatory reasons, Talent Hunt will not send you any unsolicited information via e-mail or any other modes.

Sun Pharma does not seek payment of any kind from any prospective candidate for employment or authorize any agency or any individual to collect or charge fees for recruitment. Please be cautious while dealing with any recruitment agency or anyone asking you to pay money representing Sun Pharma. Merely participating in any recruitment drive does not ensure job entitlement at Sun Pharma.

Talent Hunt – Process Related

Q. Can I participate in offline mode exam?

Ans. There is no provision for offline mode exam.

Q. Is there any fee/ charges to be paid for participating in Talent Hunt?

Ans. No. It is absolutely free of any charges.

Q. If I have made a mistake while filling the online form is it possible for me to correct it?

Ans. Since we are dealing with a large number of candidates, we would not be able to entertain any such requests. Please be cautious while filling the details.

Q. How do I get the test link?

Ans. The test link shall be shared by our testing partner (Wheebox) tentatively by 10th February, 2023.

Q. How to access the online test?

Ans. The test link shall be sent to the candidate's personal mail ID. You can access the same from any device with a front camera. Instructions governing the online test shall be provided while sending the test link by the testing partner.

Q. How do I know my result of online test and interviews?

Ans. At every step the shortlisted students would be communicated individually through their personal mail IDs.

Q. Do I need to follow up for online test, interview or final shortlist?

Ans. Be assured that you shall be communicated through personal mail ID at every point if you are shortlisted. Please do check your mails regularly and follow the timelines given.

Q. Is there a cut off for the Technical test?

Ans. We aspire to recruit the best talent. There is no cut off prescribed; however you need to ensure that you figure at the top. Please work towards that.

Q. Is there a cut off for the Aptitude test?

Ans. Aptitude test is a qualifier only. The cut off marks shall be decided basis the relative performance of all candidates in the test.

Q. Is there a negative marking?

Ans. Yes. A correct answer carries 4 marks and a wrong answer carries (-1) mark.

Q. Is the score for technical test added to interview marks?

Ans. No. The final shortlist shall be made only basis interview marks. So please ensure that you take every step seriously.

FAQs



Employment Related

Q. After selection in the interview, what is the next process?

Ans. Post interview, the shortlisted candidates would be communicated individually through their personal mails IDs. Selected candidates would be absorbed as per vacancy availability.

Q. Is Sun Pharma considering the selected candidate as an on roll (permanent) staff?

Ans. Yes.

Q. What is my role in Sun Pharma?

Ans. The selected candidate would be taken as a Sr Officer (G12B grade) in Analytical Development Department.

Q. It is compulsory to work only at Sun Pharma R&D, Baroda/ Gurgaon?

Ans. Primary focus is on R&D, Baroda/ Gurgaon. However basis organization requirement candidate can be transferred to other sites or locations.

Q. Do I have to sign any employment bond?

Ans. No.

Q. Is there a probation period?

Ans. Yes. It is for 6 months.

Q. How will my performance be measured?

Ans. Once you join; there shall be a detailed induction process where all such details would be shared.

Q. Should I get my final results before joining?

Ans. You should have completed your exams, practicals (if any), dissertation (if any) before joining. You would be required to submit all certificates up to that point at the time of joining. The final result can be submitted immediately after it is announced by the institution.

Q. What if I fail in my M Pharm/M.Sc. course after getting employment?

Ans. M Pharm/M.Sc is the qualification required for this role. In case you fail; your services shall be terminated immediately.

General

Q. Can I visit the R&D campus before joining?

Ans. Yes. You are most welcome. However expenses (if any) towards this shall be borne by the candidate.

Q. Is company providing accommodation during the employment?

Ans. We provide accommodation at the time of joining for 15 days only. Post which the employee has to arrange own accommodation.