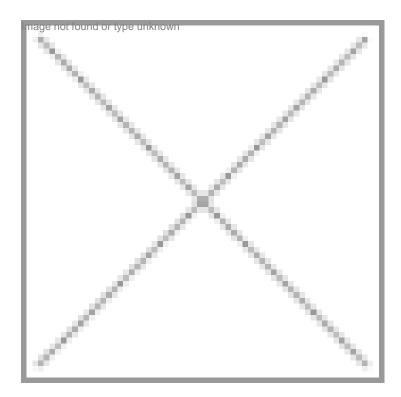


## **BioAgri draws domain specialists**

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The thrust on the bioagri segment has led to the establishment of new companies. Many traditional seed companies have also branched out into agricultural biotechnology. This industry has requirements in the areas of research, technical support and marketing and most of the companies are both into product development and marketing.

**Employer Expectations** 

Qualifications Required 'As agriculture is a dominant sector in India, we see a huge opportunity. The surge in opportunity will be in improving คุญย่รยโมษาคาลายวิทยายังเรียกและเคือโรเลยีในสายใหญ่ คุณเลย Patell, folunder and CEO, Avestha Gengraine Technologies, a fully ndestrated biotes and hosper librario formation remedate. "Bio Agli will be a very strong sector in the years to come, in view of Beologijabiolegentonegy, sisdeelsionute, plan the dragket for bibtech crops, said Dipankar Bandyopadhyay, HR Manager, Mensanto IndianeMensagetoratesintogratoraliegri solutions provider, has introduced the country's first GM crop—Bollquard (Bt cotton). Dr Gautham Nadig, director, Metahelix Life Sciences, commented, "Indian market is big and value lies in making d**Vtarketsing**ited to Indian agronomy and markets."

Mins A a Ma Socretage of the part of the company, the job categories vary and accordingly the യു**ങ്ങ്etioesn sate senalspeakfein** Morawala-Patell said, "The different job categories at Avesthagen are technical, scientific, business development, administration, finance, legal, PR, clirlical, product development and software programmers." She Salestion Pracedurseparate bioagri segment with state of the art laboratory and high throughput technology to cater to /arious R&D services. We recruit people with PhD and MSc∣for the science aspect of business and MBA's for business development and other management related positions, LLB's and also people specializing in patent law." Screening

CamsorSIBIO-liptionanoutles interairment and marketing of biopestiscation dualification that we look for is BSc agriculture coupled with a dynamic and enthusiastic approach. A basic knowledge of crops, diseases, etc is essential for this iedertiph Edging MBA's are preferred."

Nunhemshoreugh domainsknawledgelunza BV—a Netherlands based vegetable seed company, is involved in research, broductionalytical and practical skills to plan experiments and look for MSc and PhD degree holders in molecular biology. biotechnology; the culture and their main responsibility is molecular analysis of the material of both lab and field studies and maintemance of lessue conditions." explained Dr Arvind Kapur, MD, Nunhems seeds.

Innovative ideas

employs scientists and technical assistants. Companies look out for candidates with strong subject knowledge, analytical and practical skills, focused approach and good communication ability.

Monsanso scialized in house training programs for campley one micals like herbicides, hybrid seeds and biotech/GM crops. "For the R&Draining programs workshops soudurated for students ain specialization and relevant experience are required. They should have a very high level of technical competence and amalytical bent of mind. In the sales division, there is intake of candidates with diverse qualifications like MBA, MSc Agri, BQom, PhD, etc. Basically they should have the core ability to <del>understand and explain to the farmers about the merits of t</del>he products. Experienced candidates (2-3 years of relevant experience even from a non-agri FMCG background) do have an advantage, but we also take in freshers. Our main focus is not on experience but on the potential of the candidates to deliver and do the job. We focus on a diverse profile," said Dipankar Bandyopadhyay, Monsanto India.

Dr PS Rao, VP-Biotech, IAHS said, "We do employ postgraduate/PhD degree holders in biotechnology. If the candidate is strong in basics of plant sciences and is able to communicate well, then he has a better chance. This of course includes basic qualification/experience that is desirable. We look for individuals with commitment, who can use biotech tools to enhance crop productivity."

"Though it is not essential to have experience but a strong academic record and a clear understanding of the basic science is required," he added. But experience is an important selection criterion in some companies as Dr Sateesh Kumar of Prabhat Agri opines, "Candidates are selected after personal interviews and experience gives a definite selection edge as bioagri requires more

technical and practical lab-oriented skills apart from intelligence".

## **Selection Process**

trend

Inviting resumes, screening, short-listing and then interviews is the standard procedure of selection. "At Monsanto recruitment takes place through consultants or through the career section on Monsanto India's websited where omercias of the aliantes that post their resumes. These resumes are screened and shortlisted candidates have the award and shortlisted candidate in case there is recruitment on a large scale then, in addition, there is a general decision round also. Lastly there is a reference check," elaborated Dipankar, Monsanto India. Dr Rao, IAHS sald, "there is an HRD division and the candidates are taken in through a selection committee of experts in the respective field."

The agribiotech market in 2002-03 was Rs

Campus recruitment is the norm in some companies. As Morawala-Patell said, 1 We after a ways of the look of the full of the said, 1 We after a ways of the look of the full of the look of people depending on the projects executed and domain knowledge of an individual stiglice blotech follows as a sector has close links with academia, campus recruitment are one of the avenues to find aspirants willing to work in the biotech industry." "Campus recruitment is done and some of the institutes where we go are Gandhi Krushi Vighnana Kendra (GKVK) Bangalore, MANAGE, Hyderbad and GB Pant Agricultural University, Uttaranchal, "informed Dhirendra Kumar of Camson.

Constant upgradation of employee skills and the awareness of the latest developments is facilitated by the companies through a range of training programs. "Training is provided as and when required. For example in areas such as commercial micropropagation the candidates are put on training for a period of 6-12 months within the organization," said Dr Rao, IAHS. "There are regular product training programs in the segments of agri chemicals, hybrid seeds and GM crops. We have Monsanto Advanced Sales Training (MAST) for the sales and marketing division, " said Dipankar Bandyopadhyay, Monsanto.

In the near future agribiotech will no longer be a discrete sector but will become an extension of the existing agricultural system and the industry will see a slow shift from chemical to gene-based solutions in agriculture.

Rolly Dureha