



The Azot workshops are a perfect source of experience and expert skills for young professionals.



Natalya Dursina is a chemistry lab technician at the centralised QC department.



Shchekinoazot specialists preparing Shchekino Polytechnic College students for practical work.

S H C H E K I N O A Z O T :

We rely on smart young talents

Larisa Timofeeva.

It is no secret that industrial companies across the world are suffering from a deficit of professional engineers. Young people are not interested in studying engineering, but how many lawyers and managers does a country need? Shchekinoazot has been aware of this issue for some time and has found several solutions.

It is all about human resources, and Shchekinoazot fully understands this. This is why the company deals with all human resources issue efficiently.

"The requirements for the qualifications and experience of specialists in the chemical industry today are very strict," **Irina Podchufarova** says, Director for Human Resources



Irina Podchufarova

and Social Development at Shchekinoazot. "Nearly every recent higher and professional education graduate has to undergo an internship at their prospective workplace in order to get proper skills."

Shchekinoazot has extensive cooperation ties with leading universities: Ivanovo State Chemical Technology University, Moscow State University of Fine Chemical Technologies, Novomoskovsk Institute (branch) of Dmitry Mendeleev Russian University of Chemical Technology, Tula State University, etc. To find out about the company, students can do on-the-job training and pre-graduation internship at Shchekinoazot. In total, about 80 students every year do this.

The company has signed a partnership agreement with the No-

vomoskovsk branch of the Dmitry Mendeleev Russian University of Chemical Technology. It is very important that our specialists receive a higher education degree, since it is an essential requirement for all workers who will have to work with the latest equipment.

For the convenience of the students at the Shchekino Polytechnic, professors from Ivanovo University regularly visit the plant to help them with tests. In this way, future university students can prepare for admission exams.

For many years, Shchekinoazot has been working with Shchekino Polytechnic College (ShPC). The regional administration, college and Shchekinoazot have signed a partnership agreement to establish a strong link between the education process and the company, its development and industrial processes. In fact, this is a targeted project aimed at training professionals for a particular organization within approved state educational programmes.

The interaction between the company and the college has set an example of best practices and served as the basis for dual education in other parts of the country. The employing company collaborates with the college at all stages. Curriculums are adjusted to match the needs of the business.

As part of this collaboration, the company's lead specialists propose topics for term papers and theses that may be applied in the work process at Shchekinoazot. The plant also provides financial help for the college, for maintaining facilities and equipment.

This experience has proved a success. The Governor of the Tula Oblast **Alexey Dyumin** strongly urged other businesses to adopt it,

"Our mission is to provide our young citizens with high-quality

professional education that will also be in high demand in our companies. This year was declared the Year of New Knowledge, actually, the Year of Education and Self-Education; we place a strong emphasis on this."



Alexey Dyumin

The governor also mentioned that a platform for broadcasting the best practices from Shchekino Polytechnic will be built in 2018.

The most important thing is that now the Shchekinoazot human resources department closely supervises all new employees. The most talented can count on special assistance, career growth and professional development. In other words, the company creates the best opportunities for anyone willing to learn and work hard!

There is a currently a programme aimed at forming experts for new operations that Shchekinoazot is planning to launch in 2018: a methanol-ammonia complex, sulphuric-acid and perfumery-quality dimethyl-ether production units. The lines have not been launched, but are already staffed fully.

"We have noticed another positive trend: the people who moved to Moscow in search of happiness and easy money are now returning to Tula Oblast and Shchekinoazot in particular," Irina Podchufarova says. "It seems that happiness is quite vague there and money is not so easy. Having weighed all the pros and cons, specialists return home, to Tula. We are more than happy to invite them to interviews. Shchekinoazot is a large family of three thousand people. A family of professionals!"

Shchekinoazot offers the following benefits for its young employees:

Secure employment	Full compliance with the Russian Labour Code. Official employment contract. Competitive reported salary. Paid leave. Paid sick leave.
Collective labour agreement	Additional paid leaves: ▶ for wedding (first-time) 3 days + RUB 10,000; ▶ for birth of a child 3 days + RUB 10,000; ▶ support in difficult life situations.
Social support for young specialists	Financial aid upon employment to the amount of two minimum wages established in the Tula Oblast by the regional agreement (RUB 27,040). Compensation for renting accommodation of RUB 10,000. Reduced mortgage rates.
Working with young specialists	Work adaptation for young specialists. Mentorship. Talent pool made up of young specialists. On-site training. Contests of professional skills and mastery. "Best in Trade" contest. "Bring a fellow highly skilled expert and win RUB 5,000" programme.
Healthcare plan	A medical unit on site.
Transport	Corporate commute transportation on the route Tula – Shchekinoazot – Tula.
Trade union committee	Recreational seaside holidays and health resort treatment. Sporting events. Recreation camp for staff children. Weekend events (theatres, museums, etc.).

Please contact us for more information:

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