

Where to Get Good Specialists

The national project Education aims to modernise vocational education by introducing adaptive, practice-oriented programmes in all vocational education organisations by 2024. This can't be done without the participation of employers.

The Tula region has an efficient system in place. The active interaction of enterprises with colleges, schools and universities has allowed to create programmes for training students with regard to the needs of a particular employer.

The work of the Shchekinoazot company is an example of competent career guidance.

Given the current shortage of technical specialists, the company has chosen to train personnel with regard to its production interests and development goals. It closely works with both regional and Russian educational institutions. As a result, the young professionals who come to work for the company are better prepared. They may not yet be highly qualified, they are on their way to becoming true experts. They have better knowledge of the technical processes and have hands-on experience gained during industrial placements and graduation projects related to the work of the enterprise. They are familiar with the company values, understand its mission, are ready to work in a team of

like-minded people and are actively taking part in the general processes.

This approach guarantees that the company will get the specialists it needs. This cooperation is aimed at a long period of time, and not a year or two.

From School

The work is carried out as part of Shchekinoazot's large-scale career guidance programme School – College – University – Enterprise.

Shchekinoazot specialists conduct lessons in the schools of the Shchekino District, where they tell children about the rich job opportunities the enterprise offers. The emphasis is on production, but Shchekinoazot also has jobs related to the economic and legal spheres.

The students want lessons that will be not only interesting, but also useful.

They also get to see their potential place of work. They first visit the enterprise's museum and learn about the history of the plant. After that, they are invited to visit the production facilities.

The students see that a modern plant offers great and, as they would say, cool career prospects. The manual labour is minimised. The processes are automated and computerised. Specialists control the production of chemicals using a control panel. To manage a chemical production unit, you need a higher education, extensive knowledge, competence and the desire to grow.



The Tula region has an efficient career guidance system.

A specialised chemistry and technology class has been opened in the Shchekino lyceum at the initiative of the enterprise. Shchekinoazot gave the school students with a modern chemical lab. The classroom has been renovated at the expense of the enterprise. The lyceum is visited by professors from the Novomoskovsk Institute of the Dmitry Mendeleev University of Chemical Technology. This is done with an eye to the future: after school, most of the children from the specialised class enroll into the institution.

The Shchekinsky Polytechnic College is another talent foundry for Shchekinoazot. The enterprise and college have a partnership agreement. Shchekinoazot has a similar agreement with the Novomoskovsk Institute. It also works with the Ivanovo University of Chemical Technology.

Shchekinoazot keeps supervising the students in the college and universities, working personally with each of the future employees.

For Life and Studies

Shchekinoazot has taken on a number of social obligations to education: it assists in solving many pressing issues. It has completed a major overhaul of a dormitory floor at the Novomoskovsk Institute where its contract students live. It has also renovated a dormitory at the Shchekinsky Polytechnic College.

The enterprise gives the students the opportunity to visit a modern plant and get acquainted with its history. It offers industrial placement spots and helps them with their graduation works.

Shchekinoazot also helps its 'supervised' educational institutions to

organise leisure activities such as meetings, workshops, quests and concerts.

Summing up

The School – College – University – Enterprise programme is multifaceted. It helps students begin their path to achieving their career goals as early as during their school years. Today, the manufacturing industry serves as the basis of the country's economic development, with chemistry as one of its drivers. It is stable and reliable. This is about choosing a profession for the rest of your life.

...And so yesterday's school students become young specialists. And again they feel the atmosphere of support. Shchekinoazot helps them adapt to their new workplace and keep growing as specialists. The social package is more than impressive. It includes assistance in purchasing a house or a car, help with organising a vacation and healthcare services. There is also a 'children's' programme. People are Shchekinoazot's main assets. They are the core and the driving force behind all development processes in the company.

When you come here, you immediately feel it.

Natalia KONOVA.

Shchekinoazot: a Career at a Successful Enterprise

Why does Shchekinoazot use such serious measures and deep approaches to HR?

Today, Shchekinoazot is not just one of the largest chemical enterprises in the region. It is a constantly growing and evolving modern holding company, which introduces innovative technologies and uses advanced approaches to building a business and to its social and environmental policies.

An enterprise of this scale needs young professional specialists.



"Shchekinoazot's new production facilities that we are building (16 investment projects have been implemented over the past 15 years) will create new jobs," says Irina Podchufarova, HR Management and Social Development Director at Shchekinoazot. We are looking for competent, highly skilled technologists, power engineers, instrumentation and automation specialists, mechanics... One of our programmes in this area is School – College – University – Enterprise. As part of the programme, we actively cooperate with the Novomoskovsk Institute of the Dmitry Mendeleev University Of Chemical Technology, the Ivanovo State University of

Chemical Technology, the Shchekinsky Polytechnic College, the Shchekino lyceum and the district's schools. We help children go up the steps of education step by step, so that in the future they can build and realise their ambitious career plans.

History of the Plant and Man

Working at an enterprise with a glorious history, carefully preserved traditions and confidence in the future is a matter of pride. Shchekinoazot has many memorable dates. As the company turns 65, it has a new date to celebrate: the 17th of March marks the 55th anniversary of the old, now inactive methanol production facility. This year also marks the first milestone anniversary of the M-450 unit: ten years since its commissioning. Methanol-450 has become a symbol of the new, revived Shchekinoazot, which is not afraid to overcome difficulties on its way to victories.

Meet the head of the M-450 methanol production unit, Aleksandr Seregin. A graduate of the Shchekino Chemical and Mechanical College, now the Polytechnic College, he is one of the numerous managers produced by Shchekinoazot's talent foundry. His biography is a vivid example of a career at an enterprise from a worker to the head of a department.

Having chosen the Machines and Chemical Production Units speciality after the ninth grade, he enrolled into the technical college and graduated with honours. After serving in the army in 1991, he came to work in the



Shchekinoazot's team is one of the main reasons for its success.

synthesis shop of the methanol production facility. He started as a grade 4 operator, mastered new skills and increased his grades one by one. He also studied in absentia at the Novomoskovsk Institute of the Dmitry Mendeleev University of Chemical Technology.

Aleksandr was soon entrusted with supervising the shift and became deputy head of the workshop and then the production unit. Aleksandr Seregin will celebrate his 30 years of work at the plant this year. Another milestone anniversary for the enterprise.

Aleksandr's track record includes participation in the construction of the once-new monoethanolamine treatment department, modernising the M-100-2 methanol synthesis unit, replacement of air compressors and air separation units in the oxygen shop... And, lastly, participation in

the construction and commissioning of the new M-450 methanol production unit.

The M-450 unit was launched in 2011. Having successfully overcome the starting and commissioning period, it has reached the required performance and operates stably, producing 1,380 tonnes of methanol per day.

The year 2018 was especially important for the company, as it completed four large investment projects at once. It launched methanol and ammonia units with a capacity of 450,000 and 135,000 tonnes per year, respectively, a sulfuric acid unit (SK-200), a perfume-quality dimethyl ether unit and modern treatment facilities.

Going Forward

Today, despite the hard times for business, not a single project has

been suspended. The company is actively building a nitric acid and ammonium nitrate complex, as well as its third methanol production unit with a capacity of 500,000 tonnes per year. This will make Shchekinoazot one of the leading manufacturers of this product not only in Russia, but also in Europe.

In 2020, another significant event took place: the company started building its largest-ever high-tech industrial complex for the production of ammonia and urea with a capacity of 525,000 and 700,000 tonnes per year. Its launch is scheduled for 2024. The project will not only let Shchekinoazot occupy a significant share of the world market for mineral fertilisers, but will also become increase the export potential of the Tula region.

And before that, in the summer, it will finish building a unit for the production of concentrated, low-methanol formaldehyde solution with a capacity of 110,000 tonnes per year and an urea-formaldehyde resin and urea-melamine-formaldehyde resin unit with a capacity of 220,000 tonnes per year, an agreement on which was signed with the regional government on 29 December 2020.

The company continues to develop its product chains, make products with high added value and discover new markets.

Shchekinoazot's team of professionals has always been one of the main reasons for its success. It is a real team of like-minded individuals, specialists in love with their professions and devoted to large-scale chemistry.

Natalia KONOVA.