



Career Opportunities With **India's No.1** Speciality Wires & Cables Manufacturer.



Siechem – a market leader in India for speciality wires and cables, established in 2002, having its head office at Chennai and factory at Pondicherry, India, equipped with state-of-the-art automated manufacturing plant spread over 100,000 sq feet built-up area in an environment friendly surrounding.

- Siechem has constructed a 500,000 sq feet factory campus about 60 kms away from Chennai Airport. The proposed wire and cable manufacturing capacity will be 8 million meters a day which works out to approximately 20,00,000 conductor KMs/annum. This new facility also will be operational soon.
- Siechem was established by Mr. P. Damodaren who has an experience for more than 4 decades in wires & cables.
- Corporate office incorporating Design, Technical, IT, Finance, Commercial, SCM, Sales & Marketing in Chennai with a number of sales & marketing personnel supporting worldwide customers.
- No. 1 speciality cable manufacturer in India.
- Zero-debt, A1 rated, zero debt & financially strong and growing rapidly year on year with its innovative products.
- Manpower: Presently 2000+ employees. The Company employs are professionally qualified PhD's, Engineers, Accountants, MBA's & Technicians. We have in-house R&D, Design, Manufacturing, Electron Beaming, Compounding facilities and hence cost effective and reliable in terms of its performance.
- Over the last 20 years, Siechem has grown to be a major player in speciality wires & cable segments like Solar, Shipbuilding, Rail coach wiring, Industrial, Aerospace, Appliance & Automotive Cables.
- 100's of Billion meters have been sold world-wide without any quality rejections. The most reputed among Indian cable companies for indigenously developing many speciality cables for the 1st time in India & being accepted by many fortune 500 companies and exporting to over 25 countries covering all the continents.
- 4 Electron Beams in unit 1 & 2 and 4 more to be added very soon in unit - 3.
- Vision 2030 is to become the market leader in Transport segments, specialty wire & cables and to cross 1 Billion USD in sales.
- In-house R&D, Testing lab, Electron beam cross-linking, Compounding, complete manufacturing from copper rod to finished cable.
- Siechem's present production capacity is about 25,000 metric tons of Copper or Aluminium wires and cables per annum in our unit 1 & 2 (5 million meters per day). The same is under expansion to reach 50,000 metric tons at unit – 3 (15 million meters production capacity per day).
- Siechem's In-house R&D is recognized by government of India, Ministry of Science and Technology. This is one of the prestigious approval's the company has received. Siechem's R&D team manned by well experienced and young technocrats is engaged in development of more than 23+ millions part nos. of wires and cables, covering 36 different segments, registered many Patents and published technical papers. Siechem spends about 3-4% of its revenue annually for R&D projects.

Quality, Technology, Health & Safety and CSR

- ISO 9001, ISO 14001, ISO 45001 AS 9100, IATF 16949, ISO/TS 22163 accredited facility with 5S culture.
- Health & Safety: Provided clean environment to work with zero accidents since inception.
- CSR: Scholarships for meritorious children of Siechem employees & financial support in difficult times.
- Siechem franchised the Madurai panthers and won the TNPL Championship in 2018.
- Siechem is a sponsor for the Cricket Association of Pondicherry (CAP) for all categories men & women's cricket that hosted the Ranji trophy & BCCI conducted tournaments in Siechem stadium & the Siechem CAP campus in Thuthipet ,Puducherry.

We are hiring for the position "Trainee Engineers/Trainee Operators", where the selected candidate will work in multiple departments.

Employment Type: Full Time.

Payroll: During the first year of employment, candidates will be under 3rd party payroll (which is a sister concern/group company of Siechem Technologies). After that they will be on direct company pay roll of Siechem Technologies Private Limited.

Responsibilities:

- Operate machinery/equipment safely and efficiently
- Monitor and control production processes
- Maintain high-quality standards
- Collaborate with team members to achieve production targets

Number of vacancies: Multiple (However, please note that any hiring will strictly depend on the quality of the candidates fulfilling our recruitment parameters.)

Job location: Pondicherry (Puducherry)

Tentative duration of training period: 1 year

Salary Details:

- **Cost To Company (CTC):** INR 3.87 LPA | INR 32,264 per month.
- **Net Take Home (Per Month):** INR 17,110 per month (Which includes Employer contribution to PF @ 13.61%, Employer contribution to ESI @ 3.25% & Room Rent but excludes Incentives*, OT 4 hrs (Max)**, Bonus & Leave Encashment for 24 days which are paid annually)
- **Deductions** for Employees contribution to PF @ 12%, Employees contribution to ESI @ 0.75% & Food will be done **on net take home salary** (Approx. INR 3,285 deductions).
- (*) Incentives are strictly subject to Company's order book/satisfactory performance.
- (**) If candidate is not keen on working overtime, the OT allowances are not eligible. Once training is completed successfully as 'Operator', then the candidate to strictly follow the duty hours as per rules and regulations.
- The complete salary breakup will be explained during the final interview process with the candidates.
- Other monetary or non-monetary benefits: Free accommodation only in company hostel, subsidized canteen facility.

Additional Benefits:

- Candidates demonstrating quick learning and independent machine operation skills will be considered for promotion to Operator and receive a salary increase of ₹3,000/-
- Opportunities for career growth and professional development.

Educational Qualification: B.E. / B.Tech.

Stream or branch: Electronics (ECE / ETC), Electrical (EE / EEE), Instrumentation (EIE / IE / AEIE / ICE), Mechanical.

Batch / Year of passing out: 2025 passing out batch.

Cut Off Criteria: None. Backlogs allowed.

Gender: Male/Female.

Work Schedule:

- **Shift for Male:** Alternative week- day and night shifts
- **Shift for Female:** Day shift only.
- **Working Hours:** 8 hours/day
- **Overtime:** Available as per norms, if required candidates have to do overtime as per company's requirements.

Skills/Expectations:

- Technical knowledge.
- Hard working, smart, proactive, problem solver, aggressive, adaptive, quick learner.
- Outstation candidates who are ready to relocate.
- Candidates who are willing to work in shifts and in factory/production environment.
- Teamwork, team player, supportive.
- Good communication skills
- Ability to work in a fast-paced environment
- Willingness to learn and adapt to new processes
- Apart from the above, candidate's qualification and candidature, candidate's family background, family income, desirousness/willingness to start a career in factory/plant environment, attitude and several other points will be taken under consideration during the hiring process.

Bond or or service agreement: Not applicable

Joining: The selected candidates should join at Pondicherry (Puducherry) – plant within 7 days of completion of their final semester examination (tentatively within May/June/July 2025 as per exam completion schedule)

Please note that any candidate applying or selected are not supposed to pay any amount/fees (in any form) to the company or our recruitment partners or any parties concerned at any stage (before, during or after) the recruitment process or joining.

Recruitment event organized & coordinated by
NextGen Ventures



Siechem Technologies Private Limited

Head Office: 26/27, Errabalu Chetty Street, Chennai – 600 001, Tamil Nadu, India.
Factory: 104/8 & 105/7, Sedarapet Main Road, Pondicherry – 605 101. India.