

UNIT 5

GRIFOLS JOB PROFILES

A global company needs many different job profiles. We are interested in people with very diverse backgrounds, that are eager to work together and serve both internal and external customers.

The basic skills for working in a global environment are:

- Business vision
- Communication skills
- Analytical skills
- Leadership

Different functions and roles are required to contribute to the business management. Overall, our job opportunities require people with college degrees in many different disciplines such as finance, information technology, human resources, communications, law, pharmacy and chemistry, medicine, etc.

Let's learn about some of the job functions and positions that are important in the management of our business.

FINANCIAL

Corporate finance is the area of finance dealing with the monetary decisions that business enterprises make. The finance department is devoted to the task of figuring out how to allocate assets and manage the company's liabilities, so that all projects are optimally financed.

Professionals in this area assume roles of:

- Accounting, Controlling and Planning
- Administration
- Investors relations
- Finance Manager



HUMAN RESOURCES

Human Resources personnel are responsible for recruiting, as well as ensuring training of all employees. Being computer savvy is valued in this job position, as well as the ability to motivate other workers, have a proactive attitude and enjoy continuous learning. In this department we can find such positions as:

- HR Director
- Organization Development Specialists
- Training Specialist

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INFORMATION TECHNOLOGY

Computer engineers are responsible for designing and providing the technological basis for the different areas to carry out their operational activities. They contribute to the connectivity between sites and employees. These people have extensive experience in programming, databases, computer network architecture, web platforms, and communications technology. Specifically, we find:

- IT Chief Procurement Officer
- Computer Engineers
- Computer Technicians
- Programmers
- Engineers in telecommunications, electronics, etc.

SALES AND MARKETING

In order to ensure an accurate distribution of our products, Grifols needs market savvy professionals, who know and understand customer needs, to establish business strategies. We are referring to people with communication skills and strong backgrounds in science as well as people who are computer savvy and like to travel and meet clients. Specifically:

- Product Managers
- Marketing Manager
- Commercial operations Managers
- Sales Force

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PRODUCTION AREA

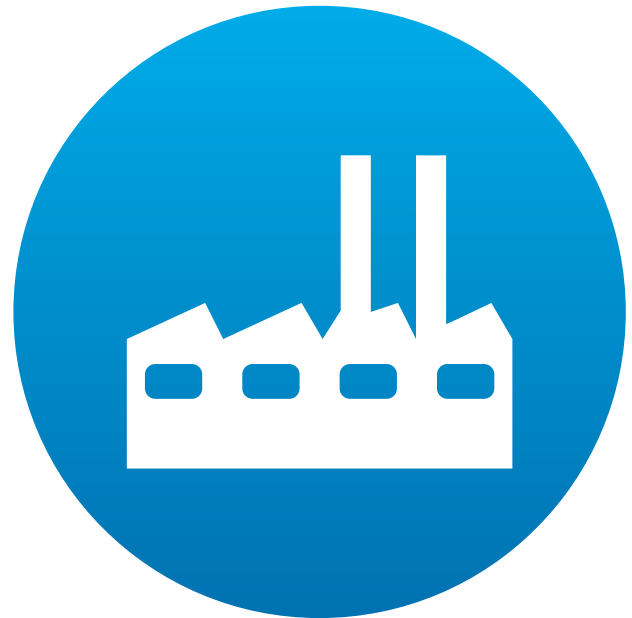
The production area of a company like Grifols requires job profiles oriented to teamwork, quality and safety. These people are trained in pharmaceuticals, biology, microbiology, physics and chemistry or engineering and technology. Let's take a look at the production department job profiles, their tasks, and their involvement in the different areas and goals of the company.

Professionals in this area assume roles of:

- Manufacturing Supervisor
- Quality Control Specialist
- Lab Technician
- Facility Engineer

What do we do in the production area?

- We manufacture and control the quality of our products.
- We control the processes and analyze samples of raw material, intermediate product and the final product.
- We calibrate all equipment and machinery used in manufacturing.
- We ensure the product quality according to regulatory standards.
- We manufacture the product to its final form.



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RESEARCH AND DEVELOPMENT

Professionals in Grifols Research and Development area are staff formed mainly in disciplines related to health sciences. Hence, they will develop their specialty depending on research that may be dedicated to new products or to new manufacturing methods.

The roles assumed by these professionals are:

- Researcher
- Clinical Research Leader
- Clinical Project Leader
- Research Scientist

