

Tendulkar congratulates Indian athletes

Master batsman Sachin Tendulkar congratulated the Indian athletes on Friday for putting up a good performance in the 19th Commonwealth Games and helping the country finish second on the medal tally. "101 congratulations to all our CWG champions. Your hard work & various sacrifices have brought laurels to our nation. U make us proud!!!" Tendulkar tweeted. Indian athletes bagged a total of 101 medals, including 38 golds in the



PHOTO: ANISUR RAHMAN

THE MORNING AFTER THE DAY BEFORE: Bangladesh captain Shakib Al Hasan (C) and paceman Rubel Hossain (R) return to their hotel after offering prayers at a local mosque in Karwan Bazar yesterday.

The tiger behind the Tigers

MOHAMMAD ISAM

Jamie Siddons never gets tired of repeating this mantra: work hard and be patient; success will follow.

The belief goes deep into the man and his work.

After taking a 3-0 lead with the nine-run victory against New Zealand, Siddons saw his boys shed tears of joy in the dressing-room after a decade of pain. "That's what I coach for, the look in my players' eyes that is filled with so much happiness. They can be very proud of themselves and hold their heads high," he said.

"This has been a long time coming. There was a lot of hard work put into it and we have endured ups and downs but this is special," said Siddons. Bangladesh have now won 24 out of 70 ODIs under the 46-year-old Australian, nine of which are against Test-playing nations. The forty-six losses have often frustrated the patience of all concerned, be it Siddons, the board, the media or the public, as has the 16 in Test matches. But the coach always believed that it was important to stick by his charges.

"They needed someone to believe in them and their work and I always told them that if they put in the effort and can wait for success, it will be

around the corner. I always wanted them to improve and learn everyday," he said.

Luckily for the coach, one of his charges also had a profound belief in the formula for working hard to improve everyday and not wait for short-term glory that comes and goes.

According to Siddons, Shakib Al Hasan will be picked in any national team around the world. "He is so talented that I think he will be picked in any team in the world," he said, adding that his success is also due to the influence of his mentor Mohammad Salahuddin and the continuous development under Australian coaches like himself, Richard McInnes and Shaun Williams. "But ultimately, it is his hard work over the years that is paying off. He is in a good place now," said Siddons.

The Australian's time in Bangladesh, between October 2007 and now, has been a mirror image of his mantra. While talking to The Daily Star yesterday, Siddons finally sounded a pleased man after three years of hard work and patience with the oft-maligned Tigers has bore fruit.

Siddons has previously tried hard, without luck at times, to instill the same level of patience to his charges; the national cricketers were filled with talent but fraught with a history of physical, mental and technical shortcomings.

Now, spending some rare relaxed time with his family, Siddons believes that it was

the punishing 1½ month camp ahead of the New Zealand series that was the cornerstone of the 3-0 lead.

"We have worked long and hard for a month and a half, from 8am to 4pm everyday," said Siddons. Those who saw the camp always maintained that the Tigers have never

worked so hard.

The challenge was thrown at Siddons at a time when the Tigers were actually on the back of a tremendously low period marked by sudden spikes of brilliance. In 2007, Bangladesh won two big games in the one-day World Cup and one in the World Twenty20s.

But that was all as far as wins were concerned and frustratingly, the Tigers never lived up to their potential, a repeat of the previous seven years.

From the very beginning of his stint, Siddons has always said that he will go for consistency and not flashes in the pan. The coach understood that it was possible for the Tigers to become dependable, but hardly found many supporters to his claim.

Maybe his results have hardly been impressive when it comes to figures but if statistics are to be considered, the year 2009 was the best in the country's history with a 73.7% win percentage. It has taken a dip this year with five wins but the last three have come three in a row, a promise for better numbers perhaps? One should remember that he started with only five wins from 26 matches in 2008 so it can only get better.

His record is also better in home conditions, winning 43% of the 32 games while winning 26% of all his away outings.

It is hard to avoid criticism when you are the underdogs but when you do win, it has a sweeter taste. Siddons seems to be loving it and if his Tigers want more, he can have more of it.



JAMIE SIDDONS

ODI RECORD UNDER JAMIE SIDDONS

Venue	M	W	L	%
Home	32	14	18	43.75
Away	38	10	28	26.31



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PLANT HR MANAGER

The incumbent will be based at the Plant and will report to the Senior Vice President - Operations with a functional reporting to the Human Resources Director. S/he will be responsible for the Human Resources management of the Plant based employees, manage industrial relations in alignment with corporate strategies and act as the catalyst in achieving optimum productivity from the employees.

Requirements:

- MBA with major in HR Management or Masters in any discipline with Post Graduate Diploma in Personnel/ HR Management.
- 8-10 years of working experience in HR field out of which at least 4-5 years in Industrial Relations in a manufacturing environment.
- Sound understanding of Labour Laws.
- Excellent interpersonal and communication skills.
- Good knowledge in MS Office.

PACKING PLANT MANAGER

The incumbent will be based at the Plant and will report to the Production Manager. S/he will be responsible for Packing Plant operations, coordinating with production & sales department for dispatching cement.

S/he will also be responsible for operations and maintenance of Cement Packing Plant with required level of safety, quality, quantity, costs, environment, and managing unforeseen events in the process with pro-active leadership quality.

Requirements:

- Bachelor Degree in IPE/Chemical/Mechanical Engineering with 5-10 years relevant experience in heavy industry /

chemical process industry or in modern industrial manufacturing unit.

- Proven working experience of 4-6 years in similar capacity as a manager in a reputed organization preferably in a continuous process industry.
- Should have good leadership qualities of motivating and controlling large group of contractors' workers.
- Age should be equal or less than 40 years.
- Excellent interpersonal and communication skill.

SHIFT ENGINEER

The incumbent will be based at the Plant and will report to the Pyro Process Manager. S/he will be responsible for operating in rotating shifts according to the production plan with the required level of safety, quality, quantity, costs, environment, and managing unforeseen events in the process with pro-active approach.

Requirements:

- Bachelor Degree in IPE/Chemical/Mechanical Engineering with 3-5 years relevant experience in heavy industry/ chemical process industry or in modern industrial manufacturing unit.
- In-depth knowledge and extensive hands on working experience of operations, trouble-shooting and maintenance requirement & shutdown scheduling of equipment in continuous process industry like cement/fertilizer/ petrochemical industries etc.
- Knowledge of plant operation from central control room will be preferred.
- Age should be equal or less than 30 years.
- Excellent interpersonal and communication skill.

ENGINEER - MECHANICAL MAINTENANCE

The incumbent will be based at the Plant and will be responsible for carrying out of all Mechanical Maintenance activities of the Plant with the required level of safety, quality, quantity, costs and environment. S/he will report to Assistant Manager - Mechanical Maintenance.

Requirements:

- Bachelor degree in Mechanical Engineering.

- 3-5 years experience in maintenance of heavy mechanical equipment in a process industry, preferably cement industry.
- The person should have in-depth knowledge of maintenance of all heavy mechanical equipment maintenance management methods, predictive inspection tools, computer based maintenance management system and knowledge of safety laws and regulation.

ENGINEER - ELECTRICAL MAINTENANCE

The incumbent will be based at the Plant and will be responsible for carrying out all electrical maintenance activities of the Plant with the required level of safety, quality, quantity, costs and environment. S/he will report to Assistant Manager - Electrical Maintenance.

Requirements:

- Bachelor degree in Electrical Engineering.
- 3-5 years experience in maintenance of heavy electrical equipment in a process industry, preferably cement industry.
- The person should have in-depth knowledge of maintenance of all heavy electrical equipment like motor, transformer, switch gear, maintenance management methods, predictive inspection tools, computer based maintenance management system and knowledge of safety laws and regulation.
- Knowledge of instrumentation and automation system will be an advantage.

JUNIOR ENGINEER - MECHANICAL MAINTENANCE

The incumbent will be based at the Plant and will be member of the Mechanical Maintenance team for all aspects of mechanical installation and maintenance and will report to Engineer - Mechanical Maintenance.

Requirements:

- Diploma in Mechanical Engineering with 3-5 years experience in any continuous process industry.
- The person should have proficiency in routine maintenance, repairing, and operating all mechanical equipment, other special equipment and sound knowledge of safety laws and regulations.

JUNIOR ENGINEER - ELECTRICAL MAINTENANCE

The incumbent will be based at the Plant and will be member of the Electrical Maintenance team for all aspects of electrical installation and maintenance and will report to Engineer - Electrical Maintenance.

Requirements:

- Diploma in Electrical Engineering with 3-5 years experience in any continuous process industry.
- The person should have proficiency in routine maintenance, repairing, and operating all electrical equipment like motors, transformers, switch gears, various circuit breakers, other special equipment and sound knowledge of safety laws and regulations.

ASSISTANT MANAGER - CIVIL

The incumbent will be based at the Plant and will report to Project Manager. The incumbent will be responsible for Supervision of Civil & Steel Structure works in terms of safety, quality, time and cost. S/he has to be very much efficient in cost estimation, drawing works, survey for related site work etc. S/he will have to follow up the payment evaluation of site works in line with measurement book on time to time basis. S/he will be responsible for updating time schedule, preparing the data for monthly report, progress evaluation follow-up and maintaining relations with the Contractors' teams regularly.

Requirements:

- B. Sc. in Civil Engineering.
- Proven working experience of 3-4 years in similar functions, like, site related works (Civil, Architecture, Steel Structure, etc.) with maintaining of measurement book.
- Survey works.
- Experience in construction of cement plant will be treated as additional qualification.
- Overseas work experience will be preferable.
- Knowledge of industrial safety rules.

If you meet the requirements, please send your application along with a recent passport size photograph to the following address within 31 October 2010. Please mention on the envelope the position you are applying for. You may also email your application at recruitment@bd.lafarge.com.

Human Resources Department, Lafarge Surma Cement Ltd., Suvastu Imam Square, 65 Gulshan Avenue, 3rd floor, Gulshan - 1, Dhaka 1212, Bangladesh.

Only short-listed candidates will be called for an interview.

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