

## Chief Technologist – Job Description

### Role Purpose:

To act as the recognised CPI domain knowledge expert in a specific scientific discipline/field (both internally and externally) providing deep technology capability that enables the development of CPI's scientific knowledge and practice and contributes to the realisation of project objectives.

### Key Responsibilities:

- To maintain consistent and documented compliance with all relevant Safety, Health and Environmental (SHE), quality and best practice requirements.
- To contribute expert knowledge to inform CPI's technology strategy and translate this into deliverable plans to achieve business objectives.
- To anticipate new technology developments and to work in partnership with Commercial team and TIO colleagues to assess new areas for capability building.
- To work collaboratively with Business Development and technical colleagues to develop a process that assesses both the technical and commercial aspects of new business opportunities.
- To build and influence a value adding network of relevant external stakeholders.
- To represent CPI as a domain knowledge technical expert in industrial and academic forums to add to the body of UK technology knowledge and capability.
- To develop and retain relevant knowledge and capability to support UK industry in the translation of state-of-the-art ideas into commercially viable processes and products.
- To build CPI's capability base by identifying and developing potential through coaching and motivating colleagues.
- To mentor CPI colleagues and people in partner organisations, building collaborative knowledge sharing relationships.
- To lead a culture of continuous technology capability development within teams in alignment with CPI strategy and project deliverables.
- To partner Bid Development teams, providing insight and expertise to bid creation.
- To formulate and present technology solutions to complex applications using deep technical knowledge.
- To analyse, interpret and report impact and translate data into commercially relevant information.
- To model best practice in relation to knowledge management providing clearly documented records of technical data, decisions, methodologies, calculations, and software use in an agreed format.

**Direct reports:** No direct reports

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## Person specification

### Education / Qualifications:

Essential:	Desirable:
<p>At least one of the following in a relevant, technical discipline:</p> <p>HNC / Foundation degree plus significant and in-depth industrial experience of operating at an expert level.</p> <p>Degree level qualification plus significant experience of operating at an expert level.</p> <p>Master plus significant and in-depth experience of operating at an expert level.</p> <p>PhD /CEng / FICHEM plus experience of operating at an expert level.</p>	

Competencies and behaviours	
<p style="text-align: center;"><b>Leadership (Guiding)</b></p> <ul style="list-style-type: none"> <li>Leads people with confidence and is empathetic.</li> <li>Displays flexibility in leadership styles in order to tell/sell/involve and delegate.</li> <li>Empowers others to constantly achieve and strive to exceed personal and company objectives.</li> <li>Talks beyond today, about future possibilities optimistically, showing others how they can benefit and contribute to the business.</li> </ul>	<p style="text-align: center;"><b>Decision Making (Guiding)</b></p> <ul style="list-style-type: none"> <li>Leads and facilitates a group to a decision from complex, inconclusive or contradictory data, prioritising the needs of CPI.</li> <li>Evaluates options by considering short term consequences and long-term gains.</li> <li>Uses correct communication method to present a case so that it has greatest persuasive impact.</li> <li>Is regularly sought out by colleagues for advice and solutions.</li> </ul>
<p style="text-align: center;"><b>Communication (Guiding)</b></p> <ul style="list-style-type: none"> <li>Personally takes the lead in creating an environment that encourages open and honest communication at all levels in the organisation.</li> <li>Motivates and influences others via their communications.</li> </ul>	<p style="text-align: center;"><b>Developing self and others (Influencing)</b></p> <ul style="list-style-type: none"> <li>Assesses the skills and competence of others within the organisation and recommends development activities.</li> <li>Gives performance feedback in a timely manner on an informal basis regularly.</li> <li>Actively shares expertise and learning across the organisation.</li> </ul>

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<ul style="list-style-type: none"> <li>Adapts communication style and format recognising individuals' different needs/ motivations.</li> <li>Communicates corporate message with conviction and enthusiasm and thereby promotes commitment and belief in others.</li> </ul>	<ul style="list-style-type: none"> <li>Takes personal accountability for success or failure of direct reports.</li> </ul>
<b>Collaboration (Guiding)</b>	<b>Delivery (Shaping)</b>
<ul style="list-style-type: none"> <li>Displays a collaborative style in day-to-day working whilst motivating others to achieve optimal performance and results.</li> <li>Develops relationships which facilitate the resolution of complex tasks and can apply different techniques to effectively mitigate any conflict.</li> <li>Can negotiate skilfully in tough situations with all stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Maintains the clarity of reporting and decision-making processes, the governance structures and the staffing, during the progress of projects.</li> <li>Monitors progress against the benefits and plan, taking account of risks and changes in the environment and takes action to amend the project where appropriate to maximise achievement of the planned benefits/ outcomes.</li> <li>Investigates externally to CPI and brings in knowledge to improve CPI's performance.</li> </ul>

### Knowledge and Experience:

Essential:	Desirable:
<p>Will possess significant, technical expertise, as well as a compelling evidence of highly complex technical problem solving.</p> <p>Will have deep experience of exploiting, generating, and breaking new ground in area of expertise.</p> <p>Will exhibit professional mastery of principles and practices gained through career in area of expertise.</p> <p>Can demonstrate evidence of building cross-industry and organisational knowledge sharing and network building.</p> <p>Is practiced in taking responsibility for diverse or complex technical activities where</p>	<p>Be an active member of a professional body, engaging with peers beyond CPI.</p>

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it is necessary to use own initiative and judgement, implementing innovative solutions in business-critical situations.