Senior Process Engineer 2 – Job Description

Line Manager:	Head of Process Safety and Engineering
Team:	Process Engineering Group
Location:	Wilton
Date:	November 2019

Role Purpose:
To provide technical expertise, capability and input in order to contribute to the development of and delivery of engineering projects and work packages, acting as technical lead in medium / large scale projects and projects of increasing complexity. Draws upon a broad range of technical know-how to deliver high quality process engineering outputs against agreed time and budget constraints, whilst providing carefully thought-through advice and expertise to a range of stakeholders across the organisation. The Senior Process Engineer (2) is viewed as an authority in their area of discipline, offering innovative solutions at business unit level, contributing extensively to development and improvement activities.

Key Responsibilities:

- To maintain consistent and documented compliance with all relevant Safety, Health and Environmental (SHE), quality and best practice requirements.
- To actively contribute to the delivery of engineering projects, conducting Front End Engineering Design studies at various levels including engagement with other disciplines and external partners / vendors as required.
- To generating engineering calculations, drawings and reports to a high technical standard as required in order to complete projects against agreed time and budget constraints. Taking a leading role in some projects, supported by the balance of the engineering team as required.
- To identify new technical developments and trends, translate these into building blocks for opportunities within the business unit, initiating the creation of (new) technological innovations/applications.
- To build, maintain and exploit a network of relevant external stakeholders, customers, partners, research organisations and authorities, to represent the business unit and self as a credible expert, identifying opportunity for future projects and developments.
- To actively contribute to a culture of continuous capability development through coaching, mentoring and/or developing colleagues across the business unit and organisation, providing insights into best practices in chemical / process engineering. This may include coaching and developing colleagues to help them reach their potential and acting as a mentor to colleagues across the organisation, providing an expert-level perspective.
- To keep self up to date with external developments in chemical & process engineering, and/or legislative and SHE related changes, ensuring application of new best practice and/or knowledge
- To work collaboratively with Business Development, Bid Proposal and technical colleagues to contribute to proposal / project development and direct customer engagement. Seek out and engage in business development opportunities where appropriate.
- To formulate and present possible solutions, providing advice upon request or at own initiative, building an internal reputation as a reliable and credible authority.
- To actively engage in hazard studies / SRA studies and discussions, as appropriate to role level.
- To be responsible for providing clearly documented records of technical data, decisions, methodologies, calculations and software use in an agreed format.
- To take ownership in agreeing weekly workplans with line manager, project manager(s) and other relevant stakeholders, and delivering plan to agreed schedule.

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Direct reports: No direct reports

Education / Qualifications:

Essential:	Desirable:
Educated to HNC or Foundation Degree level (or equivalent) in a Chemical / Biochemical Engineering discipline plus extensive industrial experience at a senior level Or Educated to Degree level (or equivalent) in a Chemical / Biochemical Engineering discipline plus significant industrial experience at a senior level Or Educated to Master Degree level (or equivalent) plus significant industrial experience	Chartered status with a relevant professional institution Educated to PhD level (or equivalent) in a Chemical / Biochemical Engineering discipline plus significant relevant industrial experience

Competencies and behaviours	
Leadership (Influencing)	**Decision Making (Influencing)**
• Promotes commitment to CPI's strategy, vision, values, and direction. • Motivates, inspires and build resilience in others by making the vision shareable by everyone. • Rewards and celebrates success with colleagues and teams. • Future proofs work practices. • Trusts others' judgment and demonstrates a willingness to try new things, even at the risk of failure.	• Confidently draws reliable conclusions from diverse and sometimes incomplete data. • Proactively sources and refers to how others have tackled similar problems previously. • Considers risks, and consequences, and takes accountability for, the impact the decision has on the business including costs/ benefits.
Communication (Influencing)	**Developing self and others (Enabling)**
• Employs comfortably a wide range of communication styles and approaches to suit different situations and audiences (external and internal stakeholders) in diverse situations. • Builds effective two-way communication channels within the business area and across departments whilst maintaining credibility and securing commitment.	• Supports others in their development. • Is personally committed to, and actively seeks, opportunities to improve continuously. • Provides honest helpful feedback to others on their performance. • Insightful about self, strengths and limitations, and how to maximise contribution.
Collaboration (Guiding)	**Delivery (Influencing)**
• Displays a collaborative style in day-to-day working whilst motivating others to achieve optimal performance and results. • Develops relationships which facilitate the resolution of complex tasks and can apply different techniques to effectively mitigate any conflict.	• Prepares and maintain schedules for activities and events for projects. • Delegates responsibilities for tasks and decisions to the appropriate staff; sets SMART objectives and monitors progress. • Researches capabilities and constraints, in advance of a project, which could affect its approach and outcomes.

• Can negotiate skilfully in tough situations with all stakeholders.	• Holds people accountable for achieving results.

Knowledge and Experience:

Essential:	Desirable:
Will possess significant technical expertise in chemical / process engineering design, build and commissioning, as well as compelling evidence of complex technical problem solving. Will exhibit professional mastery of principles and practices in chemical / process engineering gained through career to date. Can demonstrate evidence of building knowledge sharing and network building practice across teams and organisations to achieve desired results. Actively demonstrates in-depth technical and theoretical knowledge in chemical / process engineering and can participate at high level in more than one area. Is viewed as an authority in at least one area by peers and managers. Will be familiar with process scale-up and the design, build and commissioning of pilot scale equipment. Is able to take responsibility for diverse or complex technical activities where it is necessary to use own initiative and judgement, implementing innovative solutions in complex situations.	Is an active member of a professional body, engaging with peers beyond CPI. Is trained and experienced in leading hazard studies. Has experience in sterile design for biological processes, specifically fermentation. Has experience in the design of processes utilising flammable gases