

Senior Research Scientist 1 – Automation – Job Description

Role Purpose:

To provide technical expertise and input to contribute to the delivery and realisation of projects, acting as technical lead in small and medium scale projects, and projects of some complexity. Draws upon a range of technical know-how to provide carefully thought-through advice and expertise to a range of stakeholders across the organisation. The Senior (1) is viewed as a specialist in their area of discipline, offering innovative solutions at business-unit level, contributing 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 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 utilise own expert knowledge to assist in translating business unit strategy into practice through the delivery of plans to achieve business unit objectives.
- To build, maintain and exploit a network of relevant external stakeholders, customers, partners, research organisations and authorities, to represent the business unit as a credible specialist in networks, identifying opportunity for future projects and developments.
- To actively contribute to a culture of continuous capability development through coaching, mentoring and/or developing colleagues within the team and business unit, providing insights into areas of specialism. This may include coaching and developing junior colleagues (both technically and behaviourally) to help them reach their potential.
- To keep self up to date with external developments in areas of specialism, 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. Engage in business development opportunities where appropriate.
- To formulate and present possible solution directions and issue advice upon request or at own initiative, beginning to build an internal reputation as a reliable and credible source.
- To actively engage in hazard studies / SRA studies and discussions, as appropriate to role level.
- To set up, plan and execute experimental / pilot scale runs and analyse, interpret and report the results of these, translating obtained findings and knowledge.
- 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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Responsibilities Specific to Role:

- To significantly contribute technically, and in the planning/scoping of new automation platforms for the production and characterisation of formulations in line with the business strategy
- To be the technical lead on projects using automation platforms and high throughput equipment.
- To write and optimise workflows for automation project work and review them.
- To lead and direct the maintenance, calibration, safety, and quality, for the effective running of automation platforms.
- To guide the automation team in the effective use of data analysis for effective automation and train others in their use; design of experiments, statistics, management of large data sets, effective data logging systems.

Direct reports: Choose an item.

Person specification

Education / Qualifications:

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

Competencies and behaviours	
Leadership (Enabling) <ul style="list-style-type: none"> • Builds and leads groups, communicates a compelling and inspired vision or sense of core purpose to arrive at an agreed schedule of work for a project, including agreed success criteria. • Demonstrates commitment to common goals, integrity and trust in all dealings with colleagues and customers. 	Decision Making (Influencing) <ul style="list-style-type: none"> • 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 (Enabling)	Developing self and others (Enabling)

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<ul style="list-style-type: none"> • Presents complex issues/ data with a high level of clarity and impact, using the appropriate format and driving action. • Can write clearly and succinctly recommendations and messages that have the desired effect. • Is aware of the impact of their communications and pro-actively seeks feedback for improvement. • Can influence others by preparing a reasoned argument to adopt a specific tactics or plan, in line with strategy, and persuade other of the merit. 	<ul style="list-style-type: none"> • 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.
<p>Collaboration (Influencing)</p>	<p>Delivery (Influencing)</p>
<ul style="list-style-type: none"> • Blends people into teams, leveraging the use of talents available from any part of the organisation that result in the most innovative solution. • Fosters a sense of energy, ownership, and personal commitment to collaborative work. • Understands priorities and deeper needs of different stakeholders groups. • Supports and enables people to work together to meet objectives. 	<ul style="list-style-type: none"> • 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. • Holds people accountable for achieving results.

Knowledge and Experience:

Essential:	Desirable:
<ul style="list-style-type: none"> • Will possess significant experience in a lab-based role from industry or academia. • Can evidence technically leading teams to deliver projects. • Can exhibit significant professional mastery of principles and practices in one or more of, <ul style="list-style-type: none"> ◦ Advanced drug delivery systems such as vehicles for mRNA transfection. ◦ The production/characterisation of lipid nanoparticles. ◦ Automation in the production/characterisation of formulations (in sectors relevant to experience). • Can demonstrate evidence of building knowledge sharing and network building practice across teams. 	<ul style="list-style-type: none"> • Is an active member of a professional body, engaging with peers beyond CPI. • Skilled (demonstrated by use in previous roles) in experimental planning and optimisation using design of experiments. • Skilled in data acquisition and analysis; Use of statistics, management of large data sets, and effective data logging systems. • Knowledge of the application of digitally enabled technologies and industry 4.0 to their background.

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- Actively demonstrates in-depth technical and theoretical knowledge in at least one area and is viewed as a specialist in this area by peers.
- Can provide examples of actively building cross-team and business unit collaboration to achieve desired results.
- Actively participates in diverse or complex technical activities where it is necessary to use own initiative and judgement.