

Scientist 1 – Innovation Science - Job Description

Role Purpose:

To contribute to the delivery and realisation of project work through preparation, development, research, design, testing and analysis work in line with the Innovation Science team and Photonics & Electronics Technology Team requirements. This will involve applying scientific knowledge, using functional printing, and coating techniques, and analytical equipment to characterise device performance. The Scientist 1 will work using their own initiative and with some technical supervision from their manager and senior colleagues, assisting with development and improvement activities. Responsible for supporting the smooth running of laboratories and actively supporting the Safety, Health, Environment and Quality (SHEQ) objectives.

Key Responsibilities:

- Embrace and role model the desired behaviours to exemplify our Company values, promoting an ethical, positive company culture.
- To maintain consistent and documented compliance with all relevant Safety, Health and Environmental (SHE), Good Manufacturing Practice (GMP), Data Integrity (DI), quality and best practice requirements.
- To build and maintain a network of relevant internal stakeholders, to represent self and the wider team as a credible professional in networks and groups.
- To keep self up to date with developments in areas relevant to role, and/or legislative and SHE related changes as communicated by senior colleagues, ensuring understanding of these and any associated new best practice, methods or techniques.
- To present and formally report experimental conclusions and supporting data for internal peer review and submission to clients, to agreed timescales and standards.
- 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 within agreed timescales and quality standards, and in accordance with project / client requirements.
- 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.
- To be responsible for the maintenance and calibration of equipment to ensure it operates in a safe and efficient manner and is available to meet customer needs.
- To take responsibility for general housekeeping of technical areas, to contribute to a safe and healthy workplace.

Responsibilities specific to role:

- To conduct state of the art research, develop new processes, fabricate sensor devices for a variety of biological applications using functional coating techniques, perform materials characterisation and electrochemical device testing and validation.
- To design sensor architecture, materials selection, sensor design (could include modelling, substrate selection), sensor layout. The role covers all different types of sensors used for

Scientist 1 – Innovation Science - Job Description

wearables including physical parameters such as strain or pressure, bio-physical such as heart rate, blood pressure, blood oxygen and the like and also bio-medical sensors such as glucose, lactate etc.

Direct reports: No direct reports

Person specification

Education / Qualifications:

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

Competencies and behaviours	
Leadership (Core) <ul style="list-style-type: none"> Respects and values our diverse people and the differing talents, skills and backgrounds that they bring to projects and day-to-day work. Has a positive influence on those they are in contact with. Gains the respect and confidence of colleagues and supports them in achieving their goals and targets. Aligns their behaviours and actions to our PRIDE values, vision and goals. 	Decision Making (Enabling) <ul style="list-style-type: none"> Pro-actively identifies and prioritises the key issues involved to facilitate the decision-making process. Seeks input from the relevant stakeholders when appropriate, considers risks, and takes accountability for the impact a decision may have on others. Makes decisions in a timely manner. Identifies the key factors in a complex problem.
Communication (Core) <ul style="list-style-type: none"> Communicates in a clear and concise manner, covering all relevant points in a timely manner. Uses the appropriate route and format to communicate. Confirms understanding of others communication. Asks questions to understand other people's viewpoints, keeping an open mind and embracing new ideas. 	Developing self and others (Enabling) <ul style="list-style-type: none"> Supports others in their development. Is personally committed to, and actively seeks, opportunities to improve continuously. Is comfortable learning from the experiences of others and recognises the differing strengths of team members. Provides honest helpful feedback to others on their performance.

Scientist 1 – Innovation Science - Job Description

	<ul style="list-style-type: none"> Insightful about self, strengths and limitations, and how to maximise contribution.
Collaboration (Enabling)	Delivery (Enabling)
<ul style="list-style-type: none"> Understands the value of establishing effective and supportive relationships, and collaborative working. Actively listens, questions and observes body language so as to understand communication from others. Cultivates and maintains partnerships across departments to deliver impactful innovations for the business as a whole. 	<ul style="list-style-type: none"> Prioritises activities based on their impact and strategic importance. Takes responsibility and monitors own performance. Can articulate how their work feeds into projects. Creates and exploits useful metrics. Displays commitment and engagement to own work. Pursues everything with energy, drive and a need to finish, even when faced with setbacks or resistance.

Knowledge and Experience:

Essential:	Desirable:
<p>Has knowledge, and understanding of the principles of experimental design, materials selection, techniques and test and validation.</p> <p>Will possess technical expertise through theory and a good underpinning knowledge, as well as evidence of technical problem solving.</p> <p>Will exhibit understanding of principles and practices in device technology, gained in academic or industrial environments.</p> <p>Can demonstrate evidence of knowledge sharing and network building practice across teams or groups.</p> <p>Has ability to apply theoretical and practical scientific/engineering methods to contribute to business activities.</p>	<p>Is a member of a relevant professional body.</p> <p>Electronics device operation and fabrication.</p> <p>Medical device ISO standards including ISO9001, ISO13485, ISO 14971 and IEC 60601-1.</p>

Scientist 1 – Innovation Science - Job Description

Can provide examples of actively utilising cross-team collaboration to achieve desired results.

Has confidence to use own judgement and initiative within standard engineering / scientific practices, as well as an understanding of when to seek advice from colleagues.