

## Senior Scientist 1 – Inorganic Materials – Job Description

### Role Purpose:

To provide technical expertise and input in order 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 technology team level, contributing to development and improvement activities.

### Key Responsibilities:

- To 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), quality and best practice requirements.
- To identify new technical developments and trends, translate these into building blocks for opportunities within the technology team, initiating the creation of (new) technological innovations/applications.
- To utilise own expert knowledge to assist in translating technology team strategy into practice through the delivery of plans to achieve technology team 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.

**Direct reports:** No direct reports

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## Person specification

### Education / Qualifications:

Essential:	Desirable:
<p>Educated to HNC or Foundation Degree level (or equivalent) in a Scientific/Engineering discipline plus relevant industrial experience at a senior level.</p> <p>Or</p> <p>Educated to Degree level (or equivalent) in a Scientific/Engineering discipline plus relevant industrial experience at a senior level.</p> <p>Or</p> <p>Educated to master's degree level (or equivalent) in a Scientific/Engineering discipline plus relevant industrial experience.</p> <p>Or</p> <p>Educated to PhD level (or equivalent) in a Scientific/Engineering discipline plus relevant industrial experience.</p>	<p>Chartered status with a relevant professional institution.</p>

Competencies and behaviours	
Leadership (Enabling)	Decision Making (Influencing)
<ul style="list-style-type: none"> <li>Builds and leads groups, communicates a compelling and inspired vision and sense of core purpose to deliver the incredible, by arriving at an agreed schedule of work for a project, including agreed success criteria.</li> <li>Demonstrates commitment to common goals, integrity, and trust in all dealings with colleagues and customers.</li> </ul>	<ul style="list-style-type: none"> <li>Confidently draws reliable conclusions from diverse and sometimes incomplete data.</li> <li>Proactively sources and refers to how others have tackled similar problems previously.</li> <li>Considers risks, and consequences, and takes accountability for, the impact the decision has on the business including costs/ benefits.</li> <li>Thinks ahead, ensuring that the potential of teams and projects are unlocked and making future focused decisions.</li> </ul>
Communication (Enabling)	Developing self and others (Enabling)
<ul style="list-style-type: none"> <li>Presents complex issues/ data with a high level of clarity and impact, using the appropriate format and driving action.</li> </ul>	<ul style="list-style-type: none"> <li>Supports others in their development.</li> <li>Is personally committed to, and actively seeks, opportunities to improve continuously.</li> </ul>

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<ul style="list-style-type: none"> <li>Is able to write clearly and succinctly recommendations and messages that have the desired effect.</li> <li>Is aware of the impact of their communications and pro-actively seeks feedback for improvement, learning from their experiences and taking ownership of their actions and how they present them.</li> <li>Is able to influence others by preparing a reasoned argument to adopt a specific tactics or plan, in line with strategy, and persuade others of the merit.</li> </ul>	<ul style="list-style-type: none"> <li>Is comfortable learning from the experiences of others and recognises the differing strengths of team members.</li> <li>Provides honest helpful feedback to others on their performance.</li> <li>Insightful about self, strengths, and limitations, and how to maximise contribution.</li> </ul>
<b>Collaboration (Influencing)</b>	<b>Delivery (Influencing)</b>
<ul style="list-style-type: none"> <li>Blends people into teams, leveraging the use of talents available from any part of the organisation that result in the most innovative solution.</li> <li>Fosters a sense of energy, ownership, and personal commitment to collaborative work, ensuring that diverse people are able to collaborate openly and honestly as one team even with differing views and perspectives.</li> <li>Understands the priorities and deeper needs of different stakeholder groups, being sensitive to different experiences.</li> <li>Supports and enables people to work together to meet objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Prepares and maintains schedules for activities and events for projects.</li> <li>Delegates responsibilities for tasks and decisions to the appropriate staff; sets SMART objectives and monitors progress, fostering an atmosphere of purposeful empowerment in order to allow teams to function efficiently.</li> <li>Researches capabilities and constraints, in advance of a project, which could affect its approach and outcomes.</li> <li>Holds people accountable for achieving results.</li> </ul>

### Knowledge and Experience:

<b>Essential:</b>	<b>Desirable:</b>
<p>Will possess significant, technical expertise in Inorganic materials (see more specifics on desirable expertise areas opposite) as well as compelling evidence of complex, technical problem solving.</p> <p>Will exhibit professional mastery of principles and practices in Inorganic</p>	<p>Is an active member of a professional body, engaging with peers beyond CPI.</p> <p>Applications are particularly welcome from candidates with expertise in sustainable inorganic materials with a view to involvement in on-going and future projects targeting application in energy storage (e.g., batteries/supercapacitors), novel catalysis for waste-water remediation and/or sustainable</p>

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<p>Materials gained through career to date in area of specialism.</p> <p>Can demonstrate evidence of building knowledge sharing and network building practice across teams.</p> <p>Actively demonstrates in-depth technical and theoretical knowledge in Inorganic Materials and is viewed as a specialist in this area by peers.</p> <p>Can provide examples of actively building cross-team and business unit collaboration to achieve desired results.</p> <p>Actively participates in diverse or complex technical activities where it is necessary to use own initiative and judgement.</p>	<p>metals extraction from waste electronic materials.</p> <p>Applications are also welcome from candidates with experience in recovery of waste inorganic materials e.g., refractory linings, mining residues etc. and re-processing thereof. Typical approaches might involve characterisation of such materials, milling, functionalisation and/or dispersion into liquid/polymer matrices using techniques typically employed in industry.</p> <p>Have experience of line management and people development within interdisciplinary teams, preferably gained in industry.</p>
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