

Scientist 2 – Downstream Processing – 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 technology team requirements. The Scientist 2 will work using their own initiative and with some technical supervision from their manager and senior colleagues, assisting with development and improvement activities.

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, ensuring understanding of these and any associated new best practice, methods, or techniques.
- To support in Business Development and Bid Proposal activities, to contribute to proposal / project development and direct customer engagement.
- 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 standards and in accordance with project 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.

Responsibilities specific to role

- To design, develop and scale up downstream processes for the separation/purification of bio-based feedstocks and the use of relevant analytical techniques with appropriate levels of guidance.
- To contribute to the continuous design and technical expertise of downstream processing within the DSP team via internal projects to increase knowledge/capability for greater client offering.

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- To work within the technical area of Wilton laboratories performing experimental work and generating technical data for downstream development programmes in line with CPI strategy and collaborative R&D/commercial demand.
- To work between the laboratory, pilot/demonstration facilities at Wilton & other technology teams / business areas (e.g., biologics and formulation) to deliver internal and external projects.
- To contribute to the efficient operation of the DSP laboratory at Wilton via input to laboratory and equipment maintenance programmes.
- To provide support to senior colleagues to develop technical plans for internal and external R&D/commercial projects.

Direct reports: No direct reports

Person Specification

Education / Qualifications:

Essential:	Desirable:
<p>Educated to HNC or Foundation Degree level (or equivalent) in a Scientific/Engineering discipline plus significant industrial experience.</p> <p>Or</p> <p>Educated to Degree 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 (Core)	Decision Making (Enabling)
<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. 	<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.

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Communication (Enabling)	Developing self and others (Enabling)
<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. • Is able to 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, learning from their experiences and taking ownership of their actions and how they present them. • 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. 	<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. • 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:
Will possess technical expertise through theory and a good underpinning knowledge, as well as evidence of technical problem solving.	Is a member of a relevant professional body.

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Will exhibit professional mastery of principles and practices in Downstream Processing (DSP) of bio-based feedstocks, as well as experience of practical, technical-based work gained in academic or industrial environments.

Can demonstrate evidence of knowledge sharing and network building practice across teams or groups.

Has ability to apply theoretical and practical scientific/engineering methods to contribute to business activities.

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.