

Senior Research Scientist 2 – Digital Technologies – Job Description

Role Purpose:

To provide technical expertise, capability, and input to contribute to the delivery of projects, acting as technical lead in medium / large scale projects, and projects of increasing complexity. Draws upon a broad range of technical know-how to provide carefully thought-through advice and expertise to a range of stakeholders across the organisation. The Senior (2) is viewed as an authority in their area of discipline, offering innovative solutions at technology team level, contributing extensively to 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 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 technology team 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 technology team and organisation, providing insights into areas of specialism. This may include coaching and developing colleagues (both technically and behaviourally) 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 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. 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 set up, plan and execute experimental / pilot scale runs and analyse, interpret, and report the results of these, translating obtained findings and knowledge.

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- 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.

Role specific responsibilities:

- To plan and work on digital projects.
- To lead small to large digital projects.
- To analyse, interpret, and report the results within agreed timescales and quality standards, and in accordance with project / client requirements.
- To drive substantial business into CPI using digital capabilities and deliver value from it.
- Collaborate with the automation team, and other formulation teams to maximize value from current digital capabilities. Additionally, contribute to the development and enhancement of digital capabilities within the technology centre.

Direct reports: No direct reports

Person specification

Education / Qualifications:

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

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Competencies and behaviours	
Leadership (Influencing)	Decision Making (Influencing)
<ul style="list-style-type: none"> Promotes commitment to our PRIDE values, strategy, vision, and direction. Motivates, inspires, and builds resilience in others by making the vision shareable by everyone, and ensuring that teams are purposefully empowered in order to work efficiently. Rewards and celebrates success with colleagues and teams. Future proofs work practices. Trusts others' judgment and demonstrates radical thinking, including a willingness to try new things, even at the risk of failure. 	<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. Thinks ahead, ensuring that the potential of teams and projects are unlocked and making future focused decisions.
Communication (Influencing)	Developing self and others (Enabling)
<ul style="list-style-type: none"> Comfortably employs 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. 	<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 (Guiding)	Delivery (Influencing)
<ul style="list-style-type: none"> Displays a collaborative style in day-to-day working whilst motivating others to achieve optimal performance and results. 	<ul style="list-style-type: none"> Prepares and maintains schedules for activities and events for projects. Delegates responsibilities for tasks and decisions to the appropriate staff;

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<ul style="list-style-type: none"> Fosters an inclusive atmosphere throughout their teams where ideas and creativity can thrive, and people feel empowered to be their whole selves. Develops relationships which facilitate the resolution of complex tasks and can apply different techniques to effectively mitigate any conflict. Can negotiate skilfully in tough situations with all stakeholders. 	<p>sets SMART objectives and monitors progress, fostering an atmosphere of purposeful empowerment in order to allow teams to function efficiently.</p> <ul style="list-style-type: none"> Researches capabilities and constraints, in advance of a project, which could affect its approach and outcomes. Holds people accountable for achieving results.
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Knowledge and Experience:

Essential:	Desirable:
<p>Will possess technical expertise in an applied scientific background (physics, chemistry, biology, maths, engineering) and/or in data science.</p> <p>Will have demonstrable experience from industry or academia.</p> <p>Will have significant knowledge in one or more areas of:</p> <ul style="list-style-type: none"> Machine Learning Techniques Predictive Modelling Soft Sensors/Edge Sensing Data Scripting/Automation and Visualisation Image Analysis and Machine Vision Databasing and GitHub <p>Will be proficient in use of python applied to one or more of the above knowledge areas.</p> <p>Will be able to demonstrate leading the delivery of scientific projects.</p> <p>Will provide examples of generating projects with stakeholders (commercially paid for or using collaborative R&D funding streams.)</p>	<p>Is an active member of a professional body, engaging with peers beyond CPI.</p> <p>Will demonstrate leading teams of people to deliver projects.</p> <p>Knowledgeable in alternative scripting/coding languages and programs to python.</p> <p>Prior experience in the batteries sector.</p>

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Can demonstrate evidence of building knowledge sharing and communicating with non-specialist colleagues and stakeholders.

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

Actively participates in diverse or complex technical activities where it is necessary to use own initiative and judgement.