

Senior Research Scientist 1 – Digital Technologies - 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 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), 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 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 technology team, 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 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.

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- 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 medium digital projects.
- To analyse, interpret, and report the results within agreed timescales and quality standards, and in accordance with project / client requirements.
- To drive business into CPI using digital capabilities and deliver value from it.
- To collaborate with the automation team, and other formulation teams to maximize value from current digital capabilities.

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 relevant industrial experience at a senior level. OR Educated to Degree/master's level (or equivalent) in a Scientific/Engineering/Mathematical discipline with significant industrial experience. OR Educated to PhD level (or equivalent) in a Scientific/Engineering/Mathematical discipline with relevant industrial or academic 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"> • Builds and leads groups, communicates a compelling and inspired vision and sense of core 	<ul style="list-style-type: none"> • Confidently draws reliable conclusions from diverse and sometimes incomplete data.

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<p>purpose to deliver the incredible, by arriving at an agreed schedule of work for a project, including agreed success criteria.</p> <ul style="list-style-type: none"> Demonstrates commitment to common goals, integrity, and trust in all dealings with colleagues and customers. 	<ul style="list-style-type: none"> 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.
<p>Communication (Enabling)</p> <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 tactic or plan, in line with strategy, and persuade others of the merit. 	<p>Developing self and others (Enabling)</p> <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.
<p>Collaboration (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, ensuring that diverse people can collaborate openly 	<p>Delivery (Influencing)</p> <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; sets SMART objectives and monitors progress, fostering an atmosphere of purposeful empowerment in order to allow teams to function efficiently.

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<p>and honestly as one team even with differing views and perspectives.</p> <ul style="list-style-type: none"> Understands the priorities and deeper needs of different stakeholders' groups, being sensitive to different experiences. Supports and enables people to work together to meet objectives. 	<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 demonstrate the abilities required to generate projects with stakeholders (commercially paid for or using collaborative R&D funding streams.)</p> <p>Can demonstrate evidence of building knowledge sharing and communicating with non-specialist colleagues and stakeholders.</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 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.