

## 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:

- To manage with PRIDE; leading by example and role modelling the desired behaviours to exemplify our Company values and line manager principles, promoting an ethical, positive company culture. To empower our people to challenge the status quo to deliver incredible work.
- 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 support direct report, ensuring delivery of departmental goals, through appropriate delegation and providing feedback and motivation. This includes providing first line-management support, allocation of resource to ensure project delivery and short term planning of deliverables.
- To undertake line manager activities to support the smooth running of the technical team. This will include:
  - Short term (daily / weekly / monthly) planning of activities and objectives
  - Assisting the area Manager in setting individual objectives to meet departmental, technology team, and company objectives
  - Supporting the area Manager with performance management activities, and leading on these where appropriate
  - Providing training and coaching to enable delivery of objectives
  - Act as a point of contact for direct reports queries and escalations
  - Conduct regular one to one sessions with direct report to ensure good communication
- 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.

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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.
- 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.
- 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:** Up to 3 direct reports

### Person Specification

#### Education / Qualifications:

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

| Competencies and behaviours   |  |
|---|--|
| Leadership (Core)   | Decision Making (Enabling)   |
| <ul style="list-style-type: none"> <li>• Respects and values our diverse people and the differing talents, skills,</li> </ul> | <ul style="list-style-type: none"> <li>• Pro-actively identifies and prioritises the key issues involved to facilitate the decision-making process.</li> </ul> |

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| <p>and backgrounds that they bring to projects and day-to-day work.</p> <ul style="list-style-type: none"> <li>Has a positive influence on those they are in contact with.</li> <li>Gains the respect and confidence of colleagues and supports them in achieving their goals and targets.</li> <li>Aligns their behaviours and actions to our PRIDE values, vision, and goals.</li> </ul>   | <ul style="list-style-type: none"> <li>Seeks input from the relevant stakeholders when appropriate, considers risks, and takes accountability for the impact a decision may have on others.</li> <li>Makes decisions in a timely manner.</li> <li>Identifies the key factors in a complex problem.</li> </ul>   |
| <p><b>Communication (Enabling)</b></p> <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> <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> | <p><b>Developing self and others (Enabling)</b></p> <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> <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> |
| <p><b>Collaboration (Enabling)</b></p> <ul style="list-style-type: none"> <li>Understands the value of establishing effective and supportive relationships, and collaborative working.</li> <li>Actively listens, questions, and observes body language so as to understand communication from others.</li> <li>Cultivates and maintains partnerships across departments to deliver impactful innovations for the business as a whole.</li> </ul>  | <p><b>Delivery (Enabling)</b></p> <ul style="list-style-type: none"> <li>Prioritises activities based on their impact and strategic importance.</li> <li>Takes responsibility and monitors own performance.</li> <li>Can articulate how their work feeds into projects.</li> <li>Creates and exploits useful metrics.</li> <li>Displays commitment and engagement to own work.</li> </ul>   |

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- Pursues everything with energy, drive, and a need to finish, even when faced with setbacks or resistance.

### Knowledge and Experience:

| Essential:  | Desirable:  |
|---|---|
| <p>Will possess technical expertise through theory and a good underpinning knowledge, as well as evidence of technical problem solving.</p> <p>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.</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>Can provide examples of actively utilising cross-team collaboration to achieve desired results.</p> <p>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.</p> | <p>Is a member of a relevant professional body.</p> |