

Job Description

Job Title	Research Scientist (Downstream Process Operations)
Job Holder	
Reports To	Senior or Principal Research Scientist
Location	Billingham
Date	Sept 2017
Grade	31

Job Purpose

To contribute to R&D DSP Operations within a project team to provide high quality experimental planning and work in the development, evaluation and characterisation of processes for the production of novel therapeutic products (particularly proteins).

Dimensions

Turnover	£100 million
Site Numbers	500
No of staff reporting to individual	Occasional supervision of placement students where applicable.
Forward work plan	Four to six months

Principal Accountabilities

- To implement, with guidance and limited supervision, the experimental programmes needed to develop, evaluate and characterise processes for target molecules.
- To accurately record the experiments performed and ensure full documentation compliant with R&D quality procedures.
- To perform experimental programmes required to support the transfer of processes from the laboratory to the pilot scale.
- When required, to support the GMP manufacture of the recombinant protein molecules within the GMP environment.
- To perform duties safely and in accordance with Fujifilm SHE policies.
- To be compliant with the cGMP system.
- To advise colleagues of techniques in which they are proficient.

Competencies

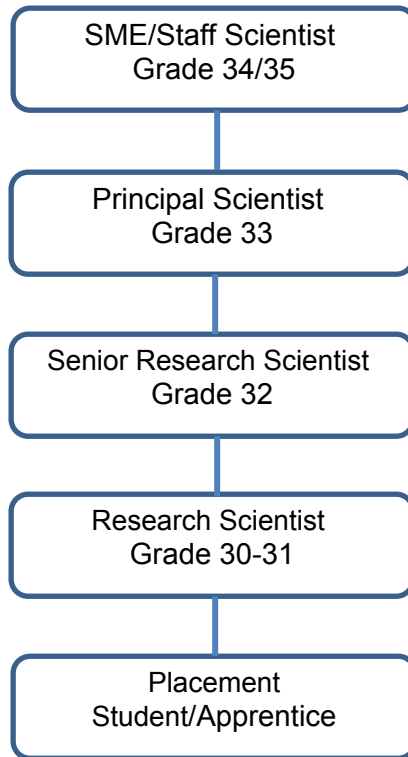
Competency	Demonstrated Behaviours
Ability to Learn	<ul style="list-style-type: none"> • Quickly understands what new tasks/jobs required. • Easily learns unique job-related vocabulary. • Quickly understands and uses processes, technologies and ideas that are continually being updated. • Easily learns new information regarding changing products, operations, etc. • Understands and learns to work with new business, office and information technologies. • Learns highly complex information regarding a product or operation. • Is open to and understands new ideas.
Self-Development Orientation	<ul style="list-style-type: none"> • Explores personal strengths and weaknesses with a view to improvement. • Critiques own performance as a means of self-improvement. • Seeks opportunities to build knowledge in work-related areas.

	<ul style="list-style-type: none"> • Seeks opportunities to build knowledge in areas seen to be useful but extending beyond immediate areas of work. • Actively seeks feedback as a significant source of learning and improvement. • Plans activities to improve personal capability at work. • Asks for suggestions and new ideas for self-improvement. • Learns from mistakes. • Seeks developmental projects and tasks. • Seeks training programmes to develop new skills. • Continually 'scans' and applies developments in fields that are important to oneself.
Results Orientation	<ul style="list-style-type: none"> • Sets specific goals for self and others. • Establishes a clear focus and direction for unit. • Communicates clearly and concretely the results to be achieved. • Organises and brings resources together to help achieve an objective. • Delegates tasks to ensure that the job gets done. • Keeps own and others' activities focused on key objectives. • Determines whether results have been achieved. • Keeps people informed about what needs to be done in the light of changes in the organisation, business situation, etc. • Takes appropriate action to achieve objectives. • Eliminates unnecessary risks. • Acts to avoid unnecessary distractions from key objectives. • Applies experience and expertise to achieve objectives.
Concern for Standards	<ul style="list-style-type: none"> • Sets high personal standards as an example. • Takes firm action on sub-standard performance. • Explicitly defines consequences of not achieving standards. • Works to meet standards of excellence. • Takes action to ensure consistent application of procedures/systems. • Makes sure that work and/or products are completed in an accurate and timely fashion. • Makes sure that work meets quality standards. • Checks on projects to make sure they are being done properly.
Thoroughness	<ul style="list-style-type: none"> • Follows up incomplete or inadequate answers to pin down the facts. • Acts to reconcile inconsistent forms of data. • Takes action to tie up loose ends. • Checks to ensure data is accurate and sustainable. • Makes sure all necessary tasks have been completed. • Checks work for errors and omissions. • Carefully prepares and checks details for key events, presentations, etc. • Masters all details relevant to making a case. • Takes care of both small and large aspects of a task. • Keeps track of many details without forgetting items.

Special Features

- Rapid acquisition / familiarisation and implementation of a range of techniques of which the experimental scientist has limited previous experience.
- The job holder will work in a multifunctional team and will need to interact with other functions within the business.
- The job holder will be a graduate (with a relevant degree) or have at least 2 years relevant laboratory experience to be able to do this role fully.

Organisation Chart



Signatures

Job Holder: Date:

Manager: Date: