

Job Description

Job Title	Senior Research Scientist (Downstream Process Operations)
Job Holder	
Reports To	Principal Scientist
Location	Billingham
Date	Oct 2019
Grade	32

Job Purpose

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

To act as a Line Manager within the R&D DSP Operations organogram structure supporting and developing scientists within the group.

Dimensions

Turnover	£100 million
Site Numbers	500
No of staff reporting to individual	1-2 DSP Research Staff, Occasional supervision of placement students where applicable.
Forward work plan	Four to six months

Principal Accountabilities

- To design and implement the experimental programmes needed to develop,
- evaluate and characterise protein purification processes for target molecules.
- To accurately record the experiments performed and ensure full
- documentation compliant with R&D quality procedures.
- To design, with guidance, and perform experimental programmes required to
- support the transfer of protein purification processes from the laboratory to the pilot scale.
- To train and supervise the experimental work of experimental scientists.
- When required, to support the GMP manufacture of the recombinant protein
- molecules within the GMP environment.
- Where necessary, to produce documentation / batch records required
- supporting GMP manufacturing processes.
- To prepare reports and presentations for internal and external use in a
- suitable and professional manner.
- 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



Level: Core
Assessed

Analytical Thinking

Competency	Demonstrated Behaviours
Analytical Thinking	<ul style="list-style-type: none"> • Develops and uses clear criteria for guiding decisions (e.g. resources, constraints, organisational values). • Identifies cause and effect relationships. • Thinks through the consequences of different courses of action. • Considers pros and cons before deciding. • Identifies root causes. • Thinks through priorities. • Understands and evaluates numerical data, tables, charts, or graphs to get to the cause of a problem. • Performs calculations and combines quantitative information in order to diagnose and solve a problem. • Develops a list of decision-making guidelines (algorithms, etc.) to help arrive at logical solutions. • Makes sense of information by organising it.
Critical Information Seeking	<ul style="list-style-type: none"> • Seeks critical data to test a hypothesis. • Carefully structures questions to find out more about a problem. • Gathers key information to diagnose a problem. • Probes for sensitive, strategic information. • Identifies the most appropriate people possessing information relevant to a problem. • Gets important information that others would not get. • Gathers information from key sources in attempting to understand fully the cause of a problem. • Talks to key people to gather information needed to make decisions or recommendations. • Searches records or files for critical information. • Gathers information from all key 'stakeholders' (i.e. people with vested interests) in a problem or task.

Achievement and Results Orientation

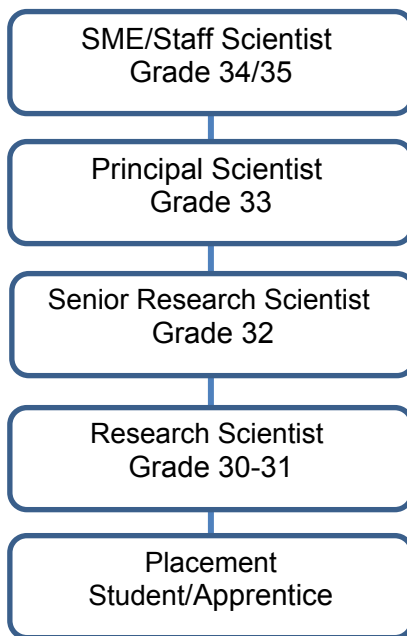
Competency	Demonstrated Behaviours
Results Orientation	<ul style="list-style-type: none"> • Sets specific goals for self and others. • Establishes a clear focus and direction for unit. • Communicates clearly and concretely the results to be achieved.

	<ul style="list-style-type: none"> • 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.
Business Standards and Integrity	
Competency	Demonstrated Behaviours
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 techniques of which the experimental scientist has limited previous experience.
- The requirements of the experimental programmes dictate that the job holder may have to interact with scientists outside Fujifilm Diosynth to access appropriate technology (e.g. tech. transfer processes)
- 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 4-6 years relevant laboratory experience to be able to do this role fully.
- To liaise with external customers in a suitable and professional manner.
- To take an active role in the management/general activities of the laboratory.

Organisation Chart



Signatures

Job Holder: Date:

Manager: Date: