

### Person Specification - TEMPLATE

<b>Job Title</b>	Principal Process Engineer
<b>Job Holder</b>	VACANT
<b>Reports To</b>	Paul Bird
<b>Date</b>	01APR18

		<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
1	<b>Educational Attainment</b> The job holder requires an honours degree or higher qualification in Chemical Engineering (or equivalent). Recognised by the IChemE.	X		Application form/Certificate
2	Chartered Process Engineer.		X	Application form
3	<b>Work Experience</b> Experienced (>8 years) leading and participating in multi-disciplinary teams to introduce and realise manufacturing through technology transfer of biotechnology products e.g. biologic drug substance manufacture.	X		Application form
4	Experienced in delivering, including through others, safe and compliant production by taking accountability for ensuring processes are fitted to the facility, equipment and manufacturing systems following sound scientific and technical principles.  <i>Excellent ways of working which leave no doubt</i>	X		Application form & Interview
5	Experienced of managing within a matrix organisation. Working towards shared goals through collaboration.	X		Application form & Interview
6	Experience of regulatory inspection and direct interaction with regulatory agencies		X	Application form
7	Experience of process performance qualification (PPQ) campaigns within pharmaceutical environment		X	Application form
8	Has completed siting studies into existing assets to assess process-fit and derive CAPEX requirements communicating expert knowledge and experience to clients in support of commercial programs		X	Application form & Interview
	<b>Knowledge/Skills/Aptitude</b>			Application form
9	Safety management driven. Safety and Quality compliance is your minimum expectation. Always targeting zero overdue compliance actions	X		Application form & Interview
10	Identifies and develops high performing individuals and can illustrate this with examples	X		Interview
11	Understands the working of the organisation and what motivates people. Able to provide sensitivity and advocacy when seeking agreement with key people	X		Interview
12	Delegates effectively to set shared goals and objectives. Tracks performance in support of business KPIs. <i>Status at a glance</i>	X		Interview
13	Is capable of championing and sponsoring innovation		X	Application form
14	Lean six sigma qualified		X	Application form