

<b>Job Title</b>	sTPL / TPL
<b>Job Holder</b>	VACANT
<b>Reports To</b>	Rachael Quin
<b>Date</b>	Sept 19

		Essential	Desirable	Method of Assessment
<b>Educational Attainment</b>				
<b>E1</b>	Degree in biological sciences	X		Application Form / Certificate
<b>D1</b>	MSc or PhD in biological sciences		X	Application Form / Certificate
<b>Work Experience</b>				
<b>E2</b>	<b>Substantial</b> experience in academia or industry, either in an R&D or manufacturing environment related to biological sciences	X		Application Form / Interview
<b>D3</b>	Project Management Experience	X (S)	X	Application Form / Interview
<b>D4</b>	Team Leadership Experience	X (S)	X	Application Form / Interview
<b>Knowledge/Skills/Aptitude</b>				
<b>D5</b>	<b>Industrial awareness of biopharmaceuticals and the operations of a CDMO</b>	X (S)	X	Application Form / Interview
<b>E3</b>	<b>Presentation Skills</b>	X		Application Form / Interview
<b>E4</b>	Identifies the key factor(s) in a complex problem.	X		Interview
<b>E5</b>	Understands and evaluates numerical data, tables, charts, or graphs to get to the cause of a problem	X		Application Form / Interview
<b>E6</b>	Draws on reason and logic in making a case	X		Interview
<b>E7</b>	Gathers key information to diagnose a problem	X		Interview
<b>E8</b>	Makes suggestions on how to improve things at work	X		Interview
<b>E9</b>	Is confident in his or her ability to overcome obstacles	X		Interview
<b>E10</b>	Establishes a course of action to accomplish a long-term goal or vision	X		Interview
<b>E11</b>	Prepares and reviews contingency plans for problems and situations that might occur	X		Interview
<b>E12</b>	Adjusts strategies to changes in the environment	X		Interview
<b>E13</b>	Quickly understands and uses processes, technologies and ideas that are continually being updated	X		Interview
<b>E14</b>	Deals effectively with people from a variety of backgrounds	X		Interview
<b>E15</b>	Works effectively under tight deadlines	X		Interview
<b>E16</b>	Makes sure all necessary tasks have been completed	X		Interview
<b>E17</b>	Effectively communicates in order to influence	X		Application Form / Interview

<b>E18</b>	Shows consideration for and responds to the feelings and needs of subordinates, peers, superiors or customers	X		Interview
<b>E19</b>	Finds ways to use time and resources more cost effectively	X		Interview
<b>E20</b>	Actively monitors costs	X		Interview
<b>E21</b>	Makes sure that work meets quality standards	X		Interview
	<b>Special Circumstances</b>			
<b>E22</b>	Able to travel to customer sites for Face to Face visits, either as commercial support, or as part of the technical program of work.	X		Interview

(S) – Denotes essential criteria for appointment to Senior role