Job Description

Job Title	Senior Research Scientist (Downstream Group)
Job Holder	
Reports To	Principal Scientist
Location	Wilton
Date	July 2017
Grade	32

Job Purpose

- To contribute to PD Downstream to provide streamlined experimental planning, execution and evaluation, for the manufacture of novel therapeutic monoclonal antibodies.
- Acting as a Line Manager within the PD Downstream 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 implement the experimental programmes needed to evaluate and characterise processes for target molecules.
- To accurately record the experiments performed and ensure full documentation compliant with PD quality procedures.
- To design, with guidance, and perform experimental programmes required to support the transfer of 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

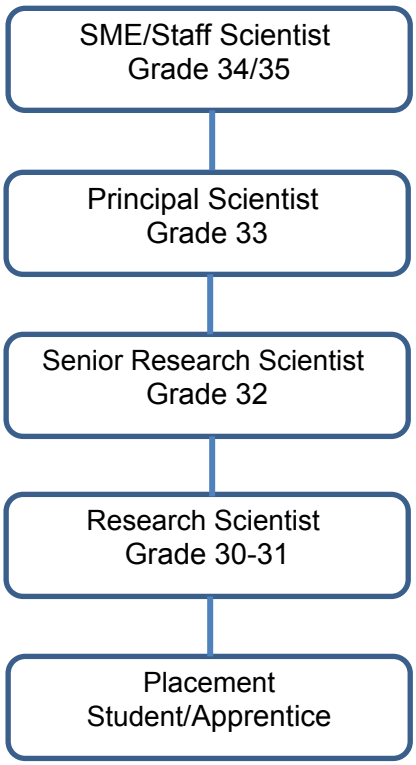
Competency	Demonstrated Behaviours
Analytical Thinking	• Develops and uses clear criteria for guiding decisions (e.g. resources, constraints, organisational values). • Identifies cause and effect relationships. • Thinks through the consequences of different courses of action. • Considers pros and cons 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	• 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.
Results Orientation	• 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	• 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	• 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: . . . . . .