

## Job Description

<b>Department</b>	Process Engineering
<b>Position</b>	Head of Lifecycle Improvements & New Technology
<b>Reports to</b>	Head of Process Engineering

### Summary of Job

The Head of Lifecycle Improvements & New Technology is responsible for:

- Delivery of process improvements and “second generation” manufacturing routes and processes for Sai’s commercial products.
- Implementation of new technologies (e.g. continuous processing, biotransformations) on new products in development in addition to lifecycle improvements to commercial products.

S/he will deliver lifecycle improvements and implement new manufacturing technologies through the leadership of a cross-functional team of synthetic chemists and process engineers. Working closely with both customers and colleagues in R&D, manufacturing and QA to identify suitable opportunities and drive implementation of “second generation” routes and processes to deliver significant robustness, environmental and cost advantages.

The Lifecycle Improvements & New Technology Head will be expected to have a detailed knowledge of Process R&D and fine chemical or pharmaceutical manufacture allied with an understanding of regulatory change management as their team will identify opportunities for process improvement which have a firm technical grounding whilst understanding and being able to articulate specific regulatory impacts or restrictions.

In addition to the above s/he will have a passion for the identification and implementation of new manufacturing technologies at a laboratory, pilot and manufacturing scale as they will be responsible for defining and implementing Sai’s new technology strategy.

In addition to the delivery of both projects and new technologies the Lifecycle Improvements & New Technology Head will be accountable for setting the strategic direction for their team, driving continuous improvement and ensuring key skill sets are retained and developed and the team's capability remains at the forefront through appropriate investment in equipment, facilities and staff.

### Key Responsibilities

- Leads and guides a team of synthetic chemists and process engineers in:
  - Identifying potential process improvements and/or new manufacturing routes on existing commercial products and constructing robust business cases that deliver a compelling ROI

- Identifying opportunities for the application of new manufacturing technologies on both existing commercial products and projects in development, clearly outlining the benefits of the application of new technology and the associated ROI.
  - Demonstrating laboratory or pilot scale Proof of Concept studies prior to implementation on manufacturing scale.
  - Designing well understood, “second generation” or new technology processes, effectively transferring these to pilot and manufacturing plant.
  - Providing relevant and accurate information required for the implementation of new processes to support robust ROI arguments.
- Lead and execute a strategic plan to build capability for implementation of new technologies on the project portfolio, including driving up-skilling of staff so that technologies become part of every-day use during Process R&D.
  - Seeks and identifies future new technology opportunities and builds technology capability such that a pipeline of technology solutions is available to address the needs and problems faced by customers.
  - Identifies technical or resource issues and proposes/discusses solutions and strategies with team members and wider stakeholders.
  - Provides expert input and support to manufacturing including provision of training, trouble-shooting issues and providing input to process deviations.
  - Proactively coordinates with PR&D, AR&D and Manufacturing to ensure project timelines, cost and quality are met.
  - Communicates plans, progress, risks and issues associated with second generation processes and new technology implementation to internal and external stakeholders (customers).
  - Ensures high quality science is delivered to support project progression and mentors their team to achieve their full potential.

**No. of Reportees**

2-3 Direct Reports (across Hyderabad & Manchester), Total Team Size – 15 – 20

**Experience**

- Greater than 10 years’ experience in Process R&D in a Pharma or Fine Chemicals environment.
- Experience of scale-up, technology transfer and commercial manufacture in a GMP environment, ideally in Pharma Innovator organisation(s).
- Proven track record of implementation of new technology in a lab, pilot and/or manufacturing environment.
- Proven leadership experience, with a track record of leading, developing and managing staff in a direct line and matrix environment. Preferably experience leading multi-disciplinary teams over multiple geographic locations.
- PhD in Synthetic Chemistry or Engineering is preferred.

## **Critical Leadership Capabilities**

### **Driving Results**

- Creates best-in-class solutions and introduces them across an organization.
- Sets targets and benchmarks independent of and beyond organizational best practice, based on a defined understanding of what is possible.

### **Collaborating and Influencing**

- Uses complex, coordinated influencing/ negotiation strategies, adapted to people, organizations and/or the situation, e.g. networks.
- Leverages direct reports to facilitate increased collaboration across the organization, tapping their motivators and values to energize them.
- Builds partnerships based on a common agreement that acknowledges individual differences but creates a new commonality beyond root beliefs or culture.
- Systematically builds support at multiple levels and across groups.
- Builds ongoing partnerships with key stakeholders.

### **Managing Customers**

- Incorporates feedback and concerns into ongoing management of employees, reinforcing focus on customers first.
- Aligns organization, processes and resources to serve customers more effectively; proactively offering improved services and gathering feedback.

### **Leading People**

- Works to motivate individual team members, empowering them to initiate projects or strategic objectives on their own and take on ownership of leadership roles based on insight into individual motives and ability.
- Sets up forums or practices to reinforce open communication and debate of challenging issues across teams, geographies and divisions.

## **Other Key Relationships**

- Head of Manufacturing
- Head of Quality
- Head of CMC Business Development
- Head of Process R&D (Hyderabad)
- PRD/ARD Cluster Heads
- PE Tech Transfer Head
- PE Production Head

### **Key Competencies**

- Strong analytical, written/verbal communication skills.
- Strong interpersonal and relationship building skills.
- Excellent team player that can adapt to change quickly and multi-task.