

Job Description

Department	Process Engineering
Position	Head of Particle Sciences
Reports to	Head of Process Engineering
Location	Hyderabad, India

Summary of Job

- The Head of Particle Engineering is responsible for delivery of phase appropriate particle formation and particle size reduction processes for all projects in the CMC Development portfolio which ranges from KSMs and RSMs through registered intermediates to API. S/he will deliver projects at all phases of development through the leadership of a global team of scientists and engineers applying particle science and particle engineering concepts in tandem with the application of cutting-edge screening, scale-up and PAT technology.
- The Particle Engineering Head will be expected to have detailed knowledge of the fundamental science and particle properties underpinning particle formation, particle growth and particle size reduction in addition to experience of successful transfer of processes developed in the laboratory to pilot and/or manufacturing scale as their team is responsible for developing robust, high yielding processes that control quality and are readily scaled up.
- In addition to project delivery the Particle Engineering Head will be accountable for setting the strategic direction for the team, driving continuous improvement and ensuring key skill sets are retained and developed and the team's capability remains at the forefront of particle sciences through appropriate investment in equipment, facilities and staff.

Key Responsibilities

- Leads and guides a team of particle scientists and particle engineers in:
 - Designing well understood, scalable crystallisation and particle size reduction processes, effectively transferring the technology to pilot and manufacturing plant.
 - Designing and executing polymorph screening studies and developing strategies to deliver control of solid state form (and habit).
 - Providing relevant and accurate information required for the quotes process.
- Identifies and trouble-shoots technical or resource issues across the portfolio of projects in Process R&D. Proposes/discusses solutions and strategies with team members and wider stakeholders.
- Provides expert input and support to manufacturing including provision of training, identifying and 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 particle formation and size reduction 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 - 12

Experience

- Greater than 10 years' experience in particle sciences or particle engineering ideally 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 leadership experience, with a track record of leading, developing and managing staff in a direct line and matrix environment. Preferably experience leading a global team over multiple geographic locations.
- Demonstrated competence in leading and driving change, effectively implements best practice in own team and wider organisation.
- PhD in Particle Sciences or Engineering is preferred.

Critical Leadership Capabilities
Driving Results

- Creates best-in-class solutions and introduces them across an organization.
- Sets 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 Process R&D (Hyderabad)
- Head of Manchester
- 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.