

Job Description

Department	Process Engineering
Position	Principal Scientist / Sr. Principal Scientist (Team Leader)
Reports to	Head of Particle Sciences
Location	Hyderabad, India

Summary of Job

- To be responsible for leading a team of about 6 scientists, ensuring the application of high quality particle sciences and engineering input into process design and control strategy definition of the particle forming step.
- To manage NCE development projects involving crystallisation and size reduction processes at laboratory, pilot and manufacturing scale.

Key Responsibilities

- Ensure safe working of the team in a laboratory environment.
- Ensure the maintenance and quality of laboratories and equipment and contributes to the development of future capability.
- To be aware of the project scope and finer aspects of scope as well as scope changes.
- To guide and supervise a team of scientists, in the following aspects:
 - Designing and executing particle formation approaches to develop robust, scaleable processes.
 - Designing and executing size reduction approaches (where applicable).
 - Designing and executing polymorph screening approaches.
 - Experiment and analysis planning.
 - Generating all required data.
 - Drawing inference from the analytical results.
 - Using appropriate equipment (Crystal16, Mya-4, EasyMax, FBRM, PVM etc) during development.
 - Adopting new technologies to solve problems and accelerate delivery.
- Accountability for
 - The scientific output of their team and the team's contribution to customer projects.
 - Compiling the data and contributing to weekly project updates, Process Development reports, Tech Transfer Documents etc.
 - Interaction with PR&D, AR&D, Process Engineers and Program Managers.
 - Participate in tech Transfer activities for particle formation and size reduction activities.
 - Visit plants to observe processes operating on scale as part of Tech Transfer.

- Minimise downtime of experimental equipment and ensure that all spares and consumables are available for continuous operation.
 - Tracking experimental activities with project management techniques and ensure that all experimentation is concluded in time.
- To highlight the potential roadblocks, risks and issues to the Head of Particle Sciences.
 - To propose alternate scientific approach / Technology Platform to provide scientifically superior solutions.
 - To represent the progress of the team during regular customer interactions, where necessary.
 - To conduct monthly feedback sessions and annual performance appraisals of subordinates and give recommendations to manager for performance rating, promotion etc.

No. of Reportees	4 to 8 Scientists
Qualification	Minimum MSc in Chemistry or Pharmaceutical Sciences discipline. Ph.D. in Particle Sciences or Particle Engineering is preferred.
Experience	6 to 12 years of experience with Pharma industry, preferably CDMO. Work experience with overseas pharmaceutical companies can be an added advantage. Ideal candidate should have handled a team of at least 3 scientists.

Key Competencies (Technical, Functional & Behavioural)

Technical & Functional:

- Good particle sciences and/or particle engineering experience. Experienced in the design of crystallisation processes for the scale-up of novel raw materials, intermediates and APIs with a sound theoretical understanding of crystal structure, physico-chemical properties and particle formation including how these are measured.
- A demonstrated ability to handle several projects in different stages of development and to lead and drive the scientific output of those projects, which will often involve complex physical properties (solid state form, crystal habit or particle size control).
- Proactively upskills own scientific expertise.

Behavioural:

- Good inter-personal skills, a team player and proven leader.
- Should be able to lead a team of scientists to achieve project objectives.
- Positive Attitude with good attention to detail.
- Excellent communication, both verbal and written with good listening skills.
- Good project management and supervisory skills.