

## Job Description

<b>Department</b>	Process Research & Development (PR&D)
<b>Position</b>	Principal Scientist / Sr. Principal Scientist (Team Leader)
<b>Reports to</b>	Lab Head - PR&D
<b>Location</b>	Hyderabad, India

### Summary of Job

- To be responsible for leading a team of 5 to 10 scientists, and timely delivery of projects involving complex chemistry.
- To manage NCE development projects, involving route scouting, feasibility and screening, process development / optimisation and scale up as per the project scope / requirement.

### Key Responsibilities

- Responsible for the safe working of the team in a laboratory environment.
- To be precisely aware of the project scope and scope changes.
- To guide and supervise a team of scientists, in the following aspects:
  - Designing process research & development approach.
  - Experiment and analysis planning.
  - Generation of all required data.
  - Analytical requirements of the project.
  - Drawing inference from the analytical results.
  - Use of appropriate equipment (PolyBlock, RBF, DJF) during development.
  - Adoption of new technologies to solve problems and accelerate delivery.
- To be responsible for:
  - The scientific output of their team and the team's contribution to customer projects (Development QuOTIF).
  - Compile the data and prepare weekly project updates, process development reports, Tech Transfer documents, etc.
  - Interaction with AR&D, Process Engineers and Program Managers.
  - Participate in all tech Transfer activities.
  - Visit plants during Tech Transfer.
- To highlight the potential roadblocks / issues to the lab head.
- To propose alternate scientific approaches / technology platforms to provide scientifically superior solutions.
- To prepare the RMC and scope for the new inquiry and present to the Lab head.

- To present (or to be accountable for?) progress of the team during regular customer interactions.
- To conduct monthly feedback sessions and annual performance appraisals of subordinates and share recommendations with manager for performance rating, promotion etc.

<b>No. of Reportees</b>	5 to 10 Scientists
<b>Qualification</b>	Ph.D. in Organic chemistry, from a reputed university. Post Doctoral Fellowship (PDF) from reputed foreign university desired.
<b>Experience</b>	6 to 12 years of experience in the pharma industry, preferably CDMO, after PDF. Work experience with overseas pharmaceutical companies can be an added advantage. Ideal candidate should have handled the team of at least 3 scientists.

### **Key Competencies (Technical, Functional & Behavioural)**

#### **Technical & Functional:**

- Good process chemistry knowledge, especially in the CRAMS segment, experienced in the design of chemistry routes and processes for the scale-up of novel raw materials, intermediates and APIs.
- 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 chemistries.

#### **Behavioural:**

- Good inter-personal skills, a team player and proven leader.
- Should be able to lead a team of scientists and 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.
- Learning mindset - proactively upskills own scientific expertise.