

Job Description

Department	Process Research & Development (PR&D)
Position	Technical Project Leader
Reports to	Global Head of Process R&D
Location	Hyderabad, India

Summary of Job

The Technical Project Leader is responsible for ensuring right first time (RFT), on time in full (OTIF), delivery of high value, business critical, customer projects through single point accountable technical leadership.

S/he will provide technical leadership for a cross-functional team of scientists, ensuring the team has the correct membership and skills to deliver the customer's requirements. They will ensure technical goals are clear and a science focused technical plan is developed and executed, paying close attention to effective cross-functional team working across boundaries (e.g. between Process R&D and Process Engineering and between Process Engineering and Production).

The Technical Project Leader role has no direct line reports but is a senior and influential matrix leadership position. S/he will actively liaise with senior stakeholders across all functions (R&D, Project Management, Manufacturing, Supply Chain, QA etc) to ensure flawless project delivery. Working to remove barriers to progression and drive rapid decision making.

It is anticipated the Technical Project Leader will have leadership of 2-4 active projects simultaneously, with accountability for all technical activities from project initiation to delivery of the final product to the customer spanning R&D, technology transfer and manufacturing.

The Technical Project Leader will be expected to have a detailed knowledge of Process R&D, technology transfer and scale-up of fine chemical or pharmaceutical manufacture allied with a well developed set of leadership skills.

In addition to the above s/he will have a passion for project delivery and a constant customer focus.

Key Responsibilities

- Leads and guides a cross-functional team of synthetic chemists, analytical chemists, process engineers and manufacturing scientists/engineers to design, develop and tech transfer processes for the manufacture of customers projects.
- Compiles a detailed technical plan which is understood by all cross-functional team members. Monitors the execution of this plan against key delivery milestones.

- Ensures the size and technical capabilities of the cross-functional team are adequate to deliver the project. Works with line stakeholders to secure additional resource if required and provide clear and constructive feedback on team members capabilities.
- Applies rapid data driven decision making throughout process development, technology transfer and scale-up. Balancing a rigorous scientific approach with the need for on-time delivery.
- Actively applies technical risk assessment, supporting the technical cross-functional team in identifying and mitigating technical risks before they become issues which impact project delivery.
- Liaises with key stakeholders across all functions to ensure OTIF delivery. Resolving conflicts, removing barriers and driving decision making.
- Champions the use of new technology (e.g. catalysis, flow chemistry, biotransformation) where appropriate to do so.
- Communicates plans, progress, risks and issues associated with their projects to internal and external stakeholders as required.

No. of Reportees

No Direct Reports, Matrix Technical Leadership of 2-4 teams, with each having 4-6 team members.

Experience

- Greater than 10 years' experience 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/or matrix environment.
- PhD in Synthetic Chemistry or Engineering is preferred.

Critical Leadership Capabilities

Driving Results

- Creates best-in-class solutions and rapidly introduces them to positively influence project delivery.
- Sets clear targets and milestones beyond organizational best practice, based on a defined understanding of what is possible.

Leadership & Influencing

- Uses complex, coordinated influencing/ negotiation strategies, adapted to people, organizations and/or the situation, e.g. networks.
- 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

- Exemplifies confidence, courage and curiosity
- Creates an empowering environment for their teams through clear objectives and supporting leadership. Creating a team environment with encourages and values contribution and personal ownership

Creating Solutions

- Builds powerful options and solutions by effectively linking information from multiple sources
- Engages others, brings in expertise and knowledge from outside the project and uses problem solving tools such as brainstorming, root cause analysis, risk assessment etc.
- Encourages others to think differently and continually strives to improve results and business impact
- Shares information and best practice across the organisation to address issues and create improved ways of working
- Has a clear understanding of what the customer wants and needs and constantly seeks to meet or exceed their expectations.

Communication

- Speaks with clarity, structure and passion. Tailoring the communication to the audience.
- Regularly and proactively briefs stakeholders, rapidly communicating information and decisions to others.
- Skilled at conflict and resolution management

Other Key Relationships

- Head of Project Management
- Head of Manufacturing
- Head of Quality
- Head of CMC Business Development
- Head of Process Engineering
- 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.