Principal Scientist - Materials Science – Job Description

Role Purpose:
To provide high-level technical expertise and leadership in order to deliver large scale / complex projects and develop technology area level knowledge and practice.

The Principal acts as a credible technical expert for the organisation, drawing upon a broad range of technical know-how to provide technical expertise and advice to a range of stakeholders, in order to inform technical strategy and direction.

Key Responsibilities:

- To maintain consistent and documented compliance with all relevant Safety, Health and Environmental (SHE), quality and best practice requirements.
- Embrace and role model the desired behaviours to exemplify our Company values, promoting an ethical, positive company culture.
- To identify new technical developments and trends, translate these into building blocks for opportunities across and outside of CPI and initiate the creation of (new) technological innovations/applications.
- To utilise own expert knowledge to inform the technology strategy at technology area level, translating this into practice through the creation of deliverable plans to achieve technology area objectives.
- To build, influence and exploit a network of relevant (inter)national external stakeholders, customers, partners, research organisations and authorities, to represent CPI as the technical expert in networks and discuss and lobby for projects and future developments.
- To actively contribute to a culture of continuous capability development within teams, in alignment with company strategy and project deliverables. This will be achieved by coaching and developing colleagues, (both technically and behaviourally) to help them reach their potential and acting as a mentor to senior colleagues across the organisation, providing a strategic perspective.
- To keep self up to date with developments in technological innovations/applications and/or legislative and SHE related changes, ensuring implementation and application of new best practice and/or knowledge.
- To work collaboratively with Business Development and technical colleagues, providing support relating to proposal / project development and direct customer engagement. Seek out and engage in business development opportunities where appropriate.
- To act as a credible partner to Bid Development teams, actively involved in defining and advising on the technical elements of a bid, in order to develop a programme of works.
- To formulate and present solutions to a range of stakeholders, using deep technical knowledge to provide up to date views, opinions and advice to managers, and is regularly sought out to do so.
- To actively engage in hazard studies / SRA studies and discussions, as appropriate to role level.
- To set up, plan and execute experimental / pilot scale runs and analyse, interpret and report the results of these, translating obtained findings and knowledge.

- To be responsible for providing clearly documented records of technical data, decisions, methodologies, calculations and software use in an agreed format.

Responsibilities specific to role:

- To be a thought leader in inorganic chemistry and electrochemistry, actively contributing to bids and programmes of work and building capability and knowledge sharing in these areas.

Direct reports: No direct reports

Education / Qualifications:

Essential:	Desirable:
Educated to HNC or Foundation Degree level (or equivalent) in a Scientific/Engineering discipline plus significant and in-depth industrial experience at an expert level Or Educated to Degree level (or equivalent) in a Scientific/Engineering discipline plus significant industrial experience at an expert level Or Educated to Master Degree level (or equivalent) plus significant industrial experience at a very senior level Or Educated to PhD level (or equivalent) in a Scientific/Engineering discipline plus significant industrial experience at a senior level	Chartered status with a relevant professional institution

Competencies and behaviours	
Leadership (Influencing)	**Decision Making (Guiding)**
• Promotes commitment to CPI's strategy, vision, values, and direction. • Motivates, inspires and build resilience in others by making the vision shareable by everyone. • Rewards and celebrates success with colleagues and teams. • Future proofs work practices.	• Confidently takes decisions that require political/organisational interpretation and that could cause controversy but moves CPI forward. • Reliably and boldly takes decisions involving the charting of a way forward into a new territory where no precedent exists and analysis of all available data provides no clear single conclusion.

• Trusts others' judgment and demonstrates a willingness to try new things, even at the risk of failure.	• Models drive and resilience in ensuring the solutions are adopted.
Communication (Guiding)	**Developing self and others (Influencing)**
• Personally takes the lead in creating an environment that encourages open and honest communication at all levels in the organisation. • Motivates and influences others via their communications. • Adapts communication style and format recognising individuals' different needs/ motivations. • Communicates corporate message with conviction and enthusiasm and thereby promotes commitment and belief in others.	• Assesses the skills and competence of others within the organisation, and recommends development activities. • Gives performance feedback in a timely manner on an informal basis regularly. • Actively shares expertise and learning across the organisation. • Takes personal accountability for success or failure of direct reports
Collaboration (Guiding)	**Delivery (Guiding)**
• Displays a collaborative style in day-to-day working whilst motivating others to achieve optimal performance and results. • Develops relationships which facilitate the resolution of complex tasks and can apply different techniques to effectively mitigate any conflict. • Can negotiate skilfully in tough situations with all stakeholders.	• Demonstrates the ability to prepare, gain approval of, refine and update business cases that justify the initiation of a project. • Displays the ability to manage stakeholders, taking account of their levels of influence and particular interests. • Ensures actions and decisions within the team are aligned with CPI's priorities. • Anticipates how team objectives must adapt and stretch to respond to change.

Knowledge and Experience:

Essential:	Desirable:
Will possess significant, technical expertise in inorganic chemistry and electrochemistry, as well as compelling evidence of complex technical problem solving.	Is an active member of a professional body, engaging with peers beyond CPI. Technical expertise in energetic materials, metals purification and recycling, process chemistry or battery materials

Will exhibit professional mastery of principles and practices in inorganic materials gained through a career in area of expertise. Can demonstrate evidence of building cross-industry and organisational knowledge sharing and network building. Can provide examples of actively building cross-organisation collaboration to achieve desired results. Is a recognised industry expert in inorganic chemistry and electrochemistry as well as having broader technical knowledge and capability, and ability to apply in a variety of contexts. Is able to take responsibility for diverse or complex technical activities where it is necessary to use own initiative and judgement, implementing innovative solutions in business critical situations.	