

Chief Technologist – Diagnostics – Job Description

Role Purpose:

A domain knowledge expert in Next Generation Diagnostics (both internally and externally), providing experiential knowledge and insights that enable the development of CPI's global credibility, scientific knowledge and realisation of technical objectives.

Act as technical lead in medium / large scale and highly complex projects, drawing upon a broad range of technical know-how from business area and other core teams to provide carefully thought-through advice and expertise to a range of stakeholders across the organisation. The Chief Technologist offers innovative solutions at technology team level, contributing extensively to development and improvement activities, identifying and addressing future needs to deliver on the business area and CPI strategies.

Key Responsibilities:

- Embrace and role model the desired behaviours to exemplify our Company values, promoting an ethical, positive company culture.
- To maintain consistent and documented compliance with all relevant Safety, Health and Environmental (SHE), quality and best practice requirements.
- Drive CPI's diagnostics strategy further by using expert knowledge to inform CPI's technology development, creating industrial collaborations, and translate technology strategy into business objectives of CPI as a major diagnostics R&D innovation centre
- Provide expert level technical leadership in diagnostics, utilising deep technical expertise in genomics, molecular biology, and clinical assay development
- Provide strategic insights on life science clinical needs, diagnostic workflow, diagnostic market needs, and emerging technologies.
- Drive innovation in diagnostic workflows, diagnostic instrumentation development, and digital diagnostic data architecture.
- Managing and handling a wide range of biological samples, including executing sample preparation and stabilization workflows to support diagnostic development
- Collaborate and work with multi-disciplinary internal and external stakeholders and shape the scientific and technical direction of major diagnostics projects.
- Shape diagnostic thought leadership, engaging with global industrial, academic, and innovation stakeholders to elevate CPI's visibility and influence in the diagnostics landscape.
- Develop and maintain relevant knowledge, capability and networking in the diagnostic industry, identifying strategic partnerships and facilitating the translation of cutting-edge ideas into commercially viable products and processes, with a strong understanding of regulatory pathways.
- Build, maintain and leverage a robust network of relevant national external stakeholders, customers, partners, research organisations and authorities, represent CPI in networks and

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discuss and lobby for projects and future developments.

- Work collaboratively with Business Development and technical colleagues to assess both the technical and commercial aspects of new business opportunities, define the technical scope, business case.
- Formulate and present technology solutions to complex diagnostic applications using deep technical knowledge.
- Analyse, interpret and report impact and translate data into commercially relevant information.
- Provide mentorship and strategic guidance across CPI, building collaborative knowledge sharing relationships.
- Build and promote a culture of continuous technology capability development within teams in alignment with CPI strategy and project deliverables. Model best practice in relation to knowledge management providing clearly documented records of technical data, decisions, methodologies, calculations and software use in an agreed format.

Direct reports: No direct reports

Education / Qualifications:

Essential:	Desirable:
Educated to PHD level (or equivalent) in a relevant life sciences discipline (e.g., Molecular Biology, Genomics, Biomedical subject)	

Knowledge and Experience:

Essential:	Desirable:
• Significant industrial experience in diagnostics, biotechnology, or pharmaceutical sectors, including complex technical problem solving. • Proven track record in technical leadership large, complex product development programmes, ideally in translational research or diagnostics. • Demonstrates expert knowledge and experience in their field with a deep technical understanding of clinical	• Experience of evidence generation and strong knowledge of regulatory processes (IVD-R, FDA, UK-CA) • Familiarity with multi-omics diagnostics, data architecture, or AI in healthcare. • Network of senior stakeholders through collaboration with industry leaders

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- assay development, genomics, and molecular diagnostics.
- Excellent communication and problem-solving skills
- Is practiced in taking ownership and responsibility for diverse or complex technical activities where it is necessary to use own initiative and judgement, implementing innovative solutions in business-critical situations.
- Proven track record in leveraging, generating and breaking new ground in area of expertise plus defining areas for science support.
- Can demonstrate evidence of building cross-industry and organisational knowledge sharing and network building.
- A strong understanding of the development process for targeted therapies and immuno-therapies
- Specific experience in the development in new technologies and products within sample preparation
- Demonstrated ability of technical leadership of cross-functional teams and manage diverse stakeholders.

Competencies and behaviours	
Leadership (Guiding)	Decision Making (Guiding)
• Leads people with confidence and is empathetic. • Displays flexibility in leadership styles in order to tell/sell/involve and delegate. • Empowers others to constantly achieve and strive to exceed personal and company objectives, ensuring that they feel comfortable to push boundaries. • Demonstrates an entrepreneurial mindset by talking beyond today, about future possibilities optimistically, showing others how they can benefit and contribute to the business.	• Leads and facilitates a group to a decision from complex, inconclusive or contradictory data, prioritising the needs of CPI. • Evaluates options by considering short term consequences and long-term gains. • Uses correct communication method to present a case so that it has greatest persuasive impact. • Is regularly sought out by colleagues for advice and solutions.
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.	• Assesses the skills and competence of others within the organisation and recommends development activities. • Brings diverse people together for collaboration, ensuring that employees

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- Adapts communication style and format recognising individuals' different needs/ motivations. - Communicates corporate message with conviction and enthusiasm, with knowledge and understanding of internal communications messages and branding and thereby promotes commitment and belief in others.	are open to new ideas and effective collaboration. - 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 (Shaping)
- Displays a collaborative style in day-to-day working whilst motivating others to achieve optimal performance and results. - Fosters an inclusive atmosphere throughout their teams where ideas and creativity can thrive and people feel empowered to be their whole selves. - 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.	- Maintains the clarity of reporting and decision-making processes, the governance structures and the staffing, during the progress of projects. - Monitors progress against the benefits and plan, taking account of risks and changes in the environment and takes action to amend the project where appropriate to maximise achievement of the planned benefits/ outcomes. - Investigates externally to CPI and brings in knowledge to improve CPI's performance.