

## Research Engineer 2 – Digital Technologies

### Role Purpose:

To contribute to the delivery and realisation of project work through preparation, development, research, design, testing and analysis work in line with technology team requirements. The Engineer 2 will work using their own initiative and with some technical supervision from their manager and senior colleagues, assisting with development and improvement activities.

### 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), Good Manufacturing Practice (GMP), Data Integrity (DI), quality and best practice requirements.
- To build and maintain a network of relevant internal stakeholders, to represent self and the wider team as a credible professional in networks and groups.
- To keep up to date with developments in areas relevant to role, and/or legislative and SHE related changes, ensuring understanding of these and any associated new best practice, methods or techniques.
- To support in Business Development and Bid Proposal activities, to contribute to proposal / project development and direct customer engagement.
- To present and formally report experimental conclusions and supporting data for internal peer review and submission to clients, to agreed timescales and standards.
- 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 within agreed timescales and standards and in accordance with project requirements.
- To be responsible for providing clearly documented records of technical data, decisions, methodologies, calculations, and software use in an agreed format.
- To take ownership in agreeing weekly workplans with line manager, project manager(s) and other relevant stakeholders, and delivering plan to agreed schedule.
- To be responsible for the maintenance and calibration of equipment to ensure it operates in a safe and efficient manner and is available to meet customer needs.

### Responsibilities specific to role

- To support and contribute to the planning and scoping of technical work programmes within the Digital strategy (e.g. model predictive control, process modelling, data analytics, application of digital technologies).
- To contribute and lead the technical delivery of programmes of work in the digital strategy.

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- To keep up to date with research and techniques relevant to the digital space and to develop, implement and improve existing methods/technologies in the platform.
- To contribute to a culture of continuous development acting as an internal expert in data science using knowledge of principles and practices in the field to support non-data science colleagues.

**Direct reports:** No direct reports

### Education / Qualifications:

Essential:	Desirable:
<p><b>Educated</b> to HNC or Foundation Degree level (or equivalent) <b>in</b> a Scientific/Engineering/Mathematical discipline <b>plus significant</b> industrial experience</p> <p>Or</p> <p><b>Educated</b> to Degree level (or equivalent) in a Scientific/Engineering/Mathematical discipline <b>plus relevant</b> industrial experience</p>	<p><b>Educated</b> to master's degree level (or equivalent) <b>in</b> a Scientific/Engineering discipline (plus relevant industrial experience)</p> <p>Or</p> <p><b>Educated</b> to PhD level (or equivalent) <b>in</b> a Scientific/Engineering discipline (plus some industrial experience)</p>

Competencies and behaviours	
Leadership (Core)	Decision Making (Enabling)
<ul style="list-style-type: none"> <li>• Respects and values our diverse people and the differing talents, skills, and backgrounds that they bring to projects and day-to-day work.</li> <li>• Has a positive influence on those in contact with.</li> <li>• Gains the respect and confidence of colleagues and supports them in achieving their goals and targets.</li> <li>• Aligns their behaviours and actions to our PRIDE values, vision, and goals.</li> </ul>	<ul style="list-style-type: none"> <li>• Pro-actively identifies and prioritises the key issues involved to facilitate the decision-making process.</li> <li>• Seeks input from the relevant stakeholders when appropriate, considers risks, and takes accountability for the impact a decision may have on others.</li> <li>• Makes decisions in a timely manner.</li> <li>• Identifies the key factors in a complex problem.</li> </ul>
Communication (Enabling)	Developing self and others (Enabling)
<ul style="list-style-type: none"> <li>• Presents complex issues/ data with a high level of clarity and impact, using the appropriate format and driving action.</li> <li>• Can write clearly and succinctly recommendations and messages that have the desired effect.</li> <li>• Is aware of the impact of their communications and pro-actively seeks feedback for improvement.</li> </ul>	<ul style="list-style-type: none"> <li>• Supports others in their development.</li> <li>• Is personally committed to, and actively seeks, opportunities to improve continuously.</li> <li>• Is comfortable learning from the experiences of others and recognises the differing strengths of team members.</li> <li>• Provides honest helpful feedback to others on their performance.</li> </ul>

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<ul style="list-style-type: none"> <li>• Can influence others by preparing a reasoned argument to adopt a specific tactics or plan, in line with strategy, and persuade other of the merit.</li> </ul>	<ul style="list-style-type: none"> <li>• Insightful about self, strengths, and limitations, and how to maximise contribution.</li> </ul>
<b>Collaboration (Enabling)</b>	<b>Delivery (Enabling)</b>
<ul style="list-style-type: none"> <li>• Understands the value of establishing effective and supportive relationships, and collaborative working.</li> <li>• Actively listens, questions, and observes body language to understand communication from others.</li> <li>• Cultivates and maintains partnerships across departments to deliver impactful innovations for the business</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritises activities based on their impact and strategic importance.</li> <li>• Takes responsibility and monitors own performance.</li> <li>• Can articulate how their work feeds into projects.</li> <li>• Creates and exploits useful metrics.</li> <li>• Displays commitment and engagement to own work.</li> <li>• Pursues everything with energy, drive, and a need to finish, even when faced with setbacks or resistance.</li> </ul>

### Knowledge and Experience:

Essential:	Desirable:
<p>Will have a background in applied science (physics, chemistry, biology, maths, engineering) and/or in data science and be able to apply knowledge of data science to a materials science problem.</p> <p>Can independently or collaboratively deliver data science technical projects and demonstrate leadership and stakeholder management in small project settings.</p> <p>Will be able to demonstrate the solving of scientific problems using data science.</p> <p>Will possess detailed knowledge in one or more of the following,</p> <ul style="list-style-type: none"> <li>• Materials Science</li> <li>• Machine Learning Techniques</li> <li>• Predictive Modelling</li> <li>• (Adaptive) Design of Experiments</li> <li>• Data Scripting/Automation and Visualisation</li> <li>• Image Analysis/Machine Vision</li> </ul>	<p>Chartered status with a relevant professional institution</p> <p>Is a member of a relevant professional body.</p> <p>Background/knowledge relevant to the batteries, pharma or automation spaces; would be beneficial to the role (but is not essential)</p> <p>Experience in a lab-based role from industry or academia.</p> <p>Defined experience working with cloud architectures would be beneficial to the role (but is not strictly essential)</p>

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- Data models, Databasing and GitHub
- Data science in Cloud
- Data science in Cloud Infrastructures (AWS, Azure etc.)
- Coding languages (python, matlab, R)

Will possess willingness to learn new methods of data science and coding languages.

Can demonstrate evidence of knowledge sharing and network building practice across teams or groups.

Has ability to apply theoretical and practical scientific methods to contribute to business activities.

Has confidence to use own judgement and initiative within standard engineering / scientific practices, as well as an understanding of when to seek advice from colleagues.