

JOB DESCRIPTION

Job Title: Senior Scientist Analytical Solutions

Reporting: Head of Product and Strategy

Location: Goes, Netherlands

THE BUSINESS

Techcomp Europe Group holds an exciting portfolio of rapidly growing technology businesses that operate globally. Our brands include Edinburgh Instruments, Scion, Froilabo, Precisa and Isotopx. As a result of our continued investment in R&D, based in our Headquarter office in Livingston, Scotland, Techcomp has an exciting product pipeline to add to its existing portfolio and create fantastic opportunities for global market development through our global network of businesses and sales channels.

SCION Instruments has headquarters in Livingston, Scotland and Goes, Netherlands. Scion Instruments designs, manufactures and markets GC, GC-MS, Headspace and HPLC systems along with a full range of accessories, consumables and support services. Scion Instruments also markets Compass CDS™ stand-alone and client-server chromatography data systems. The business continues to invest heavily in research and development of new instruments and market solutions and has truly remarkable growth expectations for the coming years.

SUMMARY

The Senior Scientist Analytical Solutions holds a critical leadership role, responsible for guiding the company's development of analytical solutions for both standard and customized analysers. The Senior Scientist will lead the custom solutions team and will be working in close cooperation with the production, applications and engineering teams across multiple locations. Together with the product management and marketing team, the Senior Scientist will be responsible for developing and executing a technology roadmap for this strategic value stream in line with overall business goals and based on Voice of Customer feedback, industry trends and technological developments. This position also plays a vital role in representing Scion on industry events and in standardisation organisations. The Senior Scientist will be part of the team managing key customer projects, where travel to customer locations around the globe will occasionally be required.

SCION Instruments **the Netherlands**

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UK

4 Michaelson Square
Livingston
EH54 7DP, Scotland, UK
Phone +44 1506 300 200
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KEY RESPONSIBILITIES

1. Analytical Solutions Management

- Create compelling and competitive offerings for Scion Instruments' Customized Solutions value stream together with the custom solution engineers, ensuring timely and satisfactory follow-up by the team on incoming enquiries.
- Provide guidance to the custom solutions team in the order-to-sales process for customized solutions, delivering clear instructions to the operations team and provide assistance with troubleshooting of analytical solutions.
- Manage the standard analyser products, making sure they stay compliant to latest standards, and developments in the industry.
- Represent Scion Instruments during customer meetings, acting as a consultant to the sales organisation.

2. Technology Development and Execution

- Create a technology roadmap for the standard analyser portfolio, ensuring alignment with customer needs and market trends, in close collaboration with the Product Management team.
- Develop new standard analyser solutions following the technology roadmap, in close collaboration with the applications, engineering and production teams.
- Prepare the product launch for new analytical solutions in close collaboration with a multidisciplinary team following the company product release procedure.

3. Standardization Strategy

- Develop a standardization strategy for Scion Instruments' Analyzer Solutions product group. Actively participate in standardisation meetings, strengthening the company's network and reputation.
- Ensure compliance of existing products with standard test methods.
- Develop standard test methods for breakthrough technology, aiding adoption of new methodology by industry.

4. Leadership, Team Development and Cultural Stewardship:

- Lead and develop the Custom Solutions teams, fostering a culture of collaboration, innovation, and continuous improvement.
- Mentor team members, helping them achieve their professional goals and align their work with the company's strategic objectives.
- Set and monitor key performance indicators (KPIs) for the Custom Solutions Team.

5. Cross-Functional Collaboration:

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o Work closely with other leaders across the business to ensure the Analyzer Solutions value stream is aligned with Scion Instruments' goals and comply with company procedures. o Educate the wider Scion community on developments in industry and Scion Instruments' possibilities to address emerging customer needs, acting as a senior scientific consultant to the business.

REQUIRED EDUCATION / EXPERIENCE

1. **Education:** Master's degree in Chemistry or Chemical Engineering; a PhD or advanced degree is preferred. Candidates who do not possess educational requirements but who can demonstrate equivalent experience will be considered.
2. **Experience:**
 - o 10+ years of experience in a technical or consultancy role involving laboratory analysis or process analytics, with a minimum of 5 years in a management / team leadership position.
 - o Experience with chromatography applications development, validation and standardisation, preferably within the petrochemical or renewables industry.
 - o Proven track record in managing cross-functional teams, particularly in applications engineering, or custom solutions.
 - o Experience with handling complex laboratory implementation projects in multi-national organisations is preferred.
3. **Skills:**
 - o Strong analytical chemical skills, being able to interpret instrument flow diagrams and configure analyser systems based on standard test methods or customer specifications.
 - o Excellent communication skills, both written and verbal, with the ability to present complex ideas to a variety of audiences.
 - o Excellent strategic thinking and planning abilities, with a focus on aligning product initiatives with business goals. o Strong leadership and team management skills, with the ability to inspire and drive teams to achieve their best work.
 - o Strong analytical abilities, with the capacity to make data-driven decisions. o Advanced proficiency in the English language, both oral and written.
 - o Additional language skills – Dutch, French, Arabic, Mandarin are highly advantageous

REQUIRED COMPETENCIES

- **Customer Focus:** Deep understanding of customer needs and a commitment to delivering exceptional products and solutions.
- **Business Acumen:** Ability to identify commercial opportunities and understand cost analysis to evaluate projects and product profitability.
- **Strategic Vision:** Ability to see the big picture and translate it into actionable plans for product and technology development.
- **Leadership:** Proven ability to lead diverse teams and manage a site effectively, ensuring alignment with the company's mission and goals.
- **Collaboration:** Strong interpersonal skills and a collaborative approach to working with cross functional teams and external partners.

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HEALTH & SAFETY

- Ensure you and others around you work in a safe manner and maintain safe workspace.
- Reporting any health and safety hazards or accidents to the QHSE Manager.

ADDITIONAL INFORMATION

Up to 20% (dependant on requirements of business)

Live the SCION instruments Values

- **Customer Focus:** We prioritize our customers' needs and strive to exceed their expectations through exceptional service, quality products, and comprehensive support.
- **Integrity and Trust:** We conduct our business with the highest standards of ethics, honesty, and transparency, fostering trust and long-term relationships with our customers, partners, and employees.
- **Innovation:** We foster a culture of continuous improvement and creativity, driving technological advancements that enhance our products and services, and contribute to the progress of the scientific community.
- **Respect:** We treat all individuals with dignity, fairness, and respect, valuing diversity and fostering an inclusive environment where everyone can contribute and thrive.
- **Passion:** We are passionate about our work and driven by a shared purpose to make a meaningful impact through our products and services, inspiring excellence and dedication in everything we do.

WHY US?

This a great opportunity to join an established and growing global business. In return we offer excellent financial rewards and career development prospects. You will work a 38 hour flexible working pattern.

As an equal opportunities employer, Scion Instruments is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply.

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