<table>
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<th>Position Title</th>
<th>Director, Technology &amp; Innovation</th>
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| **Accountability & Objectives** | The R&D group is responsible for identifying and developing technologies that will enable (COMPANY) to lead the industry and create a sustainable advantage for the company. The (COMPANY) Director of Technology & Innovation role aids that goal by advocating, along with R&D leadership, the identification of technology trends that may impact our industry, and defines and executes a program to bring technologies/partners to (COMPANY) to technology/product screening. This position will focus on the leading and development of platform and technology demonstration in targeted areas and deciding go/no go on starting systematic development. This focus on the front end of technology development will include these key focal areas:  
  - Lead Open Innovation in areas/technologies that support (COMPANY)’s mission  
  - Using the front end of innovation process to identify, screen, and reach decisions on opportunities  
  - Lead assessment of candidates – technologies and partners – to identify the opportunity, develop a proposal for impact to (COMPANY), and reach a recommendation for a path forward.  
  - Spearhead the strategic mapping of core competency for the key product/business areas, or the results of these efforts, and advocate R&D opportunities.  
  - Strategic collaboration with the R&D team to identify potential platform technologies and develop the business case.  
  - Work with (COMPANY) Leadership to develop strategies on how to proceed.  
  - Supports technology development for long term sustainable advantage in our selected markets.  
  - Become the expert “connector”/networker in R&D |
| **Key Responsibilities** | The specific job description/responsibility/requirements are listed as follows:  
  - Ensure the implement the front end of innovation process to identify and reach decisions on candidate platform and transformation technologies/partners  
  - Champion and achieve buy in from R&D leadership for targeted focus areas for scouting and platform technologies.  
  - Use the Core Competency approach to map (COMPANY) technical strengths (R&D, Manufacturing, Process/Engineering) and share these with the organization.  
  - Works on complex goals that require effort to define and organize. Responsible for defining and leading the project to deliver the solution.  
  - Effective business acumen. Translates business needs to R&D projects and staff effectively. Can communicate the impact of R&D projects and tools effective to peers in other functional areas. Develop and maintain a network of technology thought leaders and facilitate discussions of (COMPANY) staff with this network.  
  - Provide regular updates on activities and learnings across the R&D, Operations, and Marketing teams at a schedule agreed upon with R&D leadership.  
  - Identify and champion opportunities for Open Innovation by providing a concise technical and business overview with potential impacts to the (COMPANY) business.  
  - StageGate: effectively uses to maximize return of R&D efforts.  
  - Business acumen: contributes to tactical discussions in a product area  
  - Be the primary interface at Universities with the goal of identifying leading institutions in targeted fields and commissioning specific Research for R&D or evaluating their potential offerings; specifically leading scope definition, budgets, timelines, and IP conditions with the rest of (COMPANY).  
  - Champion opportunities for new platform technology development by providing a concise technical and business overview with potential impacts to the (COMPANY) business.  
  - Prepare invention disclosures.  
  - Must champion safety |
| **Skills & Qualifications** |  
  - 15+ years industrial experience with a Masters in chemistry, chemical engineering, or material science and engineering. Advanced technical degree or PhD strongly preferred.  
  - Excellent verbal and written communication skills with strong customer focus.  
  - Excellent organizational and follow up skills with strong attention to detail.  
  - Ability to meet time sensitive deadlines. |
- Ability to adapt to a changing environment.
- Strong innovation and/or networking skills.
- Strong analytical and problem solving skills.
- Highly motivated with the ability to work independently.
- Strong business acumen and ability to translate technology to potential business impacts.
- Exhibits a curious mind.
- Demonstrated ability to get to the essence of a new concept quickly.
- Demonstrated ability to make things happen—this is an important characteristic.
- Would prefer candidate to be multilingual—not a must.
- Strong business and technical acumen.
- Knowledge of front end of innovation tools and processes.
- Demonstrated success with creating a technology platform or new business development.
- Demonstrated success in more than one industry.

**Level Based Competencies**

- Adaptability.
- Building Strategic Working Relationships.
- Technical/Professional Knowledge & Skills.
- Business Acumen.
- Planning and Organizing.
- Innovation.
- Communication.
- Strong business and technical acumen.
- Knowledge of front end of innovation tools and processes.
- Demonstrated success with creating a technology platform or new business development.
- Demonstrated success in more than one industry.