

Position Title	Senior Director of R&D
Reporting To	Vice-President
Direct Reports	R&D Managers
Accountability & Objectives	<p>The Department R&D Director oversees the activities of the research and development group, ensuring the R&D budget objectives are met, while maintaining a strong and competitive consumable innovation portfolio.</p> <ul style="list-style-type: none"> Responsible for developing and monitoring research and development plans for the R&D group, ensuring projects are completed on time and within budget, in accordance with the Corporate and Department Strategic Plans and Roadmaps Promote a productive R&D culture that is motivated and accountable having a customer focus on innovation, quality, and improving the user experience Explore new scientific technologies and approaches, and determine their applicability, while keeping abreast of competitive products and technology advances Represent R&D on the new product committee and the product development process - aiding to set project priorities and responsible for R&D resource allocation Works closely with Department Staff to ensure alignment and prioritization around roadmaps, portfolio management, and budgets. Explore gaps within organization and technologies and prepare plans to address gaps Supervise R&D managers, making sure reviews are completed and objectives are set. Assist in the development of talent within the organization, and make recommendations for promotions Ensure compliance to ISO and EH&S Support Manufacturing and Marketing groups to ensure high product quality and customer satisfaction Collaborate internally with Research teams, Marketing, Strategic Planning, User Experience and BD to ensure joint research programs are progressing in accordance with Corporate Roadmaps and Strategic Plans Represent the Company at conferences and customer visits, and collaborate externally with Academic and Industrial partners in accordance with Corporate Roadmaps and Strategic Plans Represent the Department around intellectual property discussions and IP lifecycle management with the Legal Department
Key Responsibilities	<ul style="list-style-type: none"> Leads development and research projects and maintain the Department R&D Budget Develop talent within the organization and implement best practices in Innovation, Portfolio Management, and Product Support Promote the corporate vision and ensure alignment within the organization Manage the Customer Centric Innovation and IP lifecycle management process for the Department Collaboration with internal and external groups Explore approaches to ensure knowledge management in the organization
Skills & Qualifications	<ul style="list-style-type: none"> Ph. D. in Chemistry plus at least 10 years of work experience, or Masters degree plus at least 12 years of experience, or Bachelors degree in Chemistry plus at least 15 years of work experience At least 7 years of experience as a supervisor
Mindset and Skills	<ul style="list-style-type: none"> Strong leadership and communication skills Proven record of direct and indirect management of resources and teams Understanding of best practices in innovation, portfolio management, and customer centric approach to product development Creative thinking and ability to drive performance and user experience requirements Demonstrated research record and experience in developing new consumables products Understanding of material manufacturing processes Strong drive for excellence Passion for personal and team development Ability to work across a large organization Experience maintaining metrics and budgets