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| Position Title | Director, Technology & Innovation |
| Reporting To |  |
| Direct Reports |  |
| 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 aides 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. |