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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
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| 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
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| 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.
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| 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.
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