



Position

Research & Development Manager – Oceanium Ltd

Full-time: 37.5 hours per week

Start Date: Q4 2021

Location: European Marine Science Park, Oban Scotland

Salary: £45,000-£55,000 based on experience, potential for share options

About Oceanium

Unique and challenging opportunity to get in on the ground floor of a fast moving, innovative impact business “about to boom”. Oceanium has just closed a highly successful Seed Fundraising round and is seeking committed and passionate team members as we further our R&D and scale up our biorefinery process. We are looking for an enthusiastic and experienced Research & Development Manager with technical, creative and organizational skills to make valuable contributions to achieve Oceanium’s mission to “Integrate Seaweed into our Everyday Lives for People Health and Planet Health”.

Based on the coast in Oban Scotland, Oceanium is a leader in the emerging seaweed industry. We develop innovative new food/nutrition products and innovative materials from sustainably farmed seaweed.

About the position

Reporting to the CTO, Dr. Charlie Bavington, the Research & Development Manager will manage Oceanium’s R&D operations and team including all aspects of new product development, organisation and scheduling in our new lab, and liaise with commercialisation and operations team.

Key role responsibilities

- Use creative abilities and research methods to improve existing products and develop new products to meet the needs of the company's target markets
- Manage day-to-day R&D operations, in-house and delivered by contractors
- Ensure R&D quality, record keeping, and knowledge capture to support IP protection
- Ensure rigorous scientific methods, validation, experimental design and data reporting by all staff
- Coordinate R&D projects with project managers

- Coordinate R&D team to provide resources required to deliver on time
- Input to patent applications
- Support development of new project proposals, including project workplans and budgets
- Manage product testing and trials, assessing the materials used, the efficiency of the process, and the effectiveness of the final product
- Present research and technical information at external and internal events
- Stay informed on what is happening in the research and development field in order to ensure Oceanium is up-to-date and current with the most advanced R&D developments
- Budgeting and cost forecasting of technical development or research programs
- Scoping of improved technologies used by suppliers, competitors and customers.

About you

- You will be a true self-starter, and a hard-working individual who is excited by the prospect of working in a fast paced start-up environment in an emerging, environmentally positive industry.
- A strong sense of creativity to aid the research and development process.
- Evidence-driven and honest – not afraid to speak out when the data doesn't support the consensus.
- Results oriented and determined in resolving issues and achieving objectives.
- A strategic thinker with an understanding of where and how processes and products can be improved.
- A keen eye for attention to details ensuring close supervision of every step of the development process for new products.
- Excellent time management and project management skills with a commercial vision and a can-do attitude.
- Strong leadership skills with an ability to communicate ideas and problems effectively with colleagues.
- Flexible approach to work and comfortable operating in a fast growing and fast paced environment; responsive and adaptable to changing requirements and priorities.

Experience and qualifications

Essential

- Relevant Research & Development management experience within a commercial product development environment, ideally within a start-up or fast-growing SME
- Postgraduate degree in a life science subject or chemistry with 10 years of experience in biotechnology
- Experience in progress R&D stages of new product development from idea generation through to selection, implementation, and market introduction
- Proven experience leading and managing delivery of projects and reporting to key internal/external stakeholders
- Excellent report writing, communication, interviewing and presentation skills

- Experience of working with colleagues/clients globally would be advantageous
- Excellent IT skills including familiarity with Office 365
- Familiarity with Intellectual Property Rights requirements.

Desirable

- Experience with Electronic Lab Notebook and data management software
- Experience with Good Laboratory Practice or equivalent quality management systems.

Next Steps:

If you feel that you have the right blend of capabilities and experience as well as the ability to make a significant contribution to Oceanium please send a cover letter, current CV, salary requirements and availability to oceaniumpeople@oceanium.co.uk

At Oceanium, we recognise the value of a diverse team and we are committed to and encourage applications from people with varied experiences, perspectives, and backgrounds.

Reasonable adjustments are available to support candidates through the application and interview process. Please note all offers of employment are subject to continuous eligibility to work in the UK and satisfactory pre-employment security screening which includes a DBS Check.

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