



Research & Development Manager

Full-time: 37.5 hours per week

Application Deadline: Rolling

Start Date: Immediate

Location: OCEANIUM R&D labs are based in Oban, Scotland. We offer flexible working with strong preference for candidate to be Oban based or able to travel to Oban regularly.

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

The role

This is a unique and challenging opportunity to get in on the ground floor of a fast moving, innovative impact business. OCEANIUM is seeking committed and passionate team members as we further our R&D, NPD and move into commercialisation of our innovative seaweed-based products. We are looking for an enthusiastic and experienced R&D Manager with technical, creative and organisational skills to make valuable contributions to achieve OCEANIUM's mission to "Integrate Seaweed into our Everyday Lives for People Health and Planet Health".

With offices in Oban, Scotland and London, OCEANIUM is a leader in the emerging seaweed industry. We develop and make food, wellness and innovative materials from sustainably sourced seaweed.

Reporting to the CTO, Dr. Charlie Bavington, the Research & Development Manager will manage OCEANIUM's R&D/NPD team and communicate with internal and external stakeholders to ensure dissemination of information to teams.

Responsibilities

- Manage day-to-day R&D/NPD operations, in-house and delivered by contractors.
- Ensure R&D/NPD quality including rigorous scientific methods, validation, experimental design and data reporting by all staff.
- Ensure record keeping and knowledge capture to support IP protection.
- Act as liaison between Corporate Affairs/Business Development and Operations team to ensure cross-functional collaboration, information sharing and alignment with engineering, operations, marketing, commercial and supply chain teams.
- Constantly strive to improve the R&D/NPD day-to-day activities by providing staff with templates and frameworks to run high quality and efficient R&D/NPD activities.
- Use creative abilities and research methods to improve existing products and develop new products and processes to meet the needs of the company's target markets.
- Manage product testing and trials, assessing the materials used, the efficiency of the process, and the effectiveness of the final product.
- Analyse data from R&D, NPD and process development data.
- Prepare reports and presentations for internal and external use.
- Support and manage growth and development of the R&D/NPD team.
- Coordinate R&D projects with project managers including R&D/NPD team resource management.
- Support development of new project proposals and grant applications including project workplans and budgets.
- Input to budgeting and cost forecasting of technical development or research programs.
- 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!
- Scoping of improved technologies used by suppliers, competitors and customers.
- Present research and technical information at external and internal events.

Experience

Essential

- Proven experience of relevant R&D and NPD management within a commercial environment, ideally within a start-up or fast-growing SME.
- Experience in progressing from early-stage R&D through NPD: 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.
- Proficiency in data analysis tools and techniques, such as advanced Excel, or R, Python, etc. as well as knowledge of statistics.
- Excellent IT skills including familiarity with Office 365.
- Familiarity with Intellectual Property Rights requirements.

Desirable

- PhD in biochemistry, chemistry or biotechnology or equivalent experience.
- Experience of working with colleagues/clients globally would be advantageous.
- Experience with Electronic Lab Notebook and data management software.
- Experience with Good Laboratory Practice or equivalent quality management systems.

About You

- You will be a leader, a self-starter, an experienced manager 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.
- Strong leadership skills with an ability to communicate ideas and problems effectively with colleagues to ensure delivery of KPIs and objectives.
- A strong sense of creativity to aid the R&D and NPD process.
- Evidence driven and honest – not afraid to speak out when the data doesn't support the consensus.
- Ability to prioritise tasks and duties as the company shifts from R&D to commercial operations.
- 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, a can-do attitude and not afraid to embrace agility.
- Strong analytical and problem-solving skills with ability to represent results to non-scientific audiences.
- Flexible approach to work and comfortable operating in a fast growing and fast paced environment; responsive and adaptable to changing requirements and priorities.

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, we would like to hear from you. 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.

**Keep The
World®**