



JOB DESCRIPTION

Title: R&D Lead

Date Last Modified: August 25, 2021

Department:	R&D	Classification:	Exempt
Supervisor:	Director of R&D	Grade:	S
Status:	Regular, Full Time	EEO Group:	

Position Objective:

- The R&D Lead supports BioWorks' goals and objectives by supervising the activities and managing the development of the R&D Team within Lab Services. The Lead is directly responsible for the results, effectiveness, and outcomes of the internal R&D Team, thus ensuring that results that align with the strategic priorities of BioWorks. Members of the R&D Team will report directly to the R&D Lead.

The R&D Lead is responsible for:

- Growth and development of the R&D Team, in alignment with BioWorks' growth strategy, core values, and culture.
- Safety in the R&D labs.
- The quality and productivity of the R&D Team's delivery on technical objectives.
- Establishing effective professional relationships between R&D and the Technical Service, QA/QC and Manufacturing teams.
- Managing external collaborations.
- Collaboration with the R&D Director to determine next steps on projects and lead R&D efforts to deliver on those projects.
- Collaboration with the R&D Director on the planning and implementation of capital investment and growth of the R&D Team.
- Direct collaboration with Marketing to ensure R&D efforts are directed toward projects critical to the success of BioWorks.

Essential Functions and Responsibilities:

People:

- Actively participates in promoting, supporting and enhancing our Core Purpose, Core Values and Culture
- Maintains a positive work atmosphere by acting and communicating in a manner that promotes cooperation with customers, collaborators, vendors, co-workers and management
- Is accountable for the growth, development, and assessment of all direct reports on the R&D Lab Team.
- Consistently demonstrates and models BioWorks' Core Purpose and Values every day.
- Is responsible for hiring and personnel development within the R&D Team.
- Does regular coaching sessions with each R&D Lab Team Member.
- Participates in regular coaching with supervisor.

Strategy & Execution:

- Is a subject matter expert on a technical field essential to the successful discovery, development, and support of biological crop-protection products.
- Is responsible for aligning the R&D Lab Team members with the strategic priorities of BioWorks.
- Determines how to get the right team members in the right positions to achieve desired results.
- Performs project tasks alongside technicians as needed.
- Collaborates directly with internal resources (Technical Services, Sales, Marketing, etc.) to establish the best execution plan for projects.
- Expands BioWorks' internal capabilities by designing and validating new testing methods, new testing equipment and new bioassays.
- Communicates with third party organizations to obtain equipment or organisms necessary to complete project goals.

Cash:

- Assists the Director of R&D in creating and maintaining budget in alignment with BioWorks' needs and priorities.
- Defines purchasing requirements to support internal R&D projects and equipment needed to align with the R&D strategic direction.
- Work directly with lab supply vendors to establish supply and pricing.
- Fully embraces *Great Game of Business* ("GGOB"), *Scaling Up* and all other activities related to financial transparency and information sharing.

Essential Qualifications, Education, Experience, Skills:

- Education – Ph. D in an agricultural science such as Horticulture, Plant Pathology, Agronomy, Plant Physiology, Entomology, Soil Science/Microbiology, Formulation Technology, or Fermentation Science.
- Experience – 2+ years of management/leadership experience. 2+ years working in a research laboratory/greenhouse or academic environment.
- Complexity of Work & Decision Making – A variety of non-routine duties, not necessarily related, that require considerable judgement to work independently. Can devise new methods, adapt or change standard procedures to meet new conditions, and make decisions guided by precedent and within established policies.
- Accountability – Works from general objectives with little functional guidance. Review by supervisor focuses on achievement of the objective and not the means.
- Consequence of Errors – Probable errors difficult to detect and may have adverse effect on outside or customer relationships. Work may not be subject to audit or check and involves considerable accuracy and responsibility.
- Customer Interactions – Outside and/or inside contacts involving carrying out organizational policies and programs and influencing others, where improper handling will have marked effect on operating results. Contacts may involve dealing with people of substantially higher rank on matters requiring explanation, discussion. Persuasion and obtaining approvals. Considerable tact is required.
- Supervision Provided – Oversight of up to five R&D team members. Performs the same or directly related work as team members.

- Environment & Use of Equipment Machinery – Normal office working conditions with occasional exposure to noise, dust, and/or heat, etc. or some elements present that makes conditions less than desirable than usually found in an office. Operates moderately complex lab/biological equipment.
- Dependable, Productive, High Quality, Proper Attitude.
- Team player.
- Demonstrated expertise and proficiency with basic office computer software, e.g. word processing, excel spreadsheets and email. Ability to train others. Proficiency in statistical analysis tools preferred.
- Ability to learn and to follow directions.
- Ability to work well with peers and supervise personnel.
- Good verbal and written communication skills.
- Ability to operate and train personnel in the proper use of lab equipment.

Essential Values & Guiding Principles: (for all employees; all of equal importance)

- OUR TEAM, ONE COMPANY
- WE HONOR OUR COMMITMENTS
- WE HAVE THE RIGHT CONVERSATIONS
- OUR CUSTOMERS' SUCCESS IS OUR SUCCESS

Physical Demands:

- Ability to lift 25kg, 5kg repetitively
- Stamina/endurance to perform physical functions of job throughout the day
- Computer keying repetitive motions
- Possible eye strain
- May require flexibility in scheduling to satisfy project and customer needs

PHYSICAL ACTIVITY CHART – R&D Lead

ACTIVITY	OCCASIONALLY REQUIRED	FREQUENTLY REQUIRED	JOB RESPONSIBILITIES that require physical demands checked
Standing		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Walking		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Sitting		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Lifting	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Carrying	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Pushing	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Pulling	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Climbing	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Balancing	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Stooping	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Kneeling	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Crouching	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Reaching		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Handling		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Speaking		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Hearing		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Seeing		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Depth Perception		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Repetitive Motion		X	Greenhouse, Field, Lab, Manufacturing, Office Areas