



Head of Research and Development

An opportunity for an experienced manager to join a well-funded, fast-growing technology start-up addressing one of the pressing problems facing the planet today – plastic pollution.

The Role

- Working closely with the CTO, manage a team of 15 research and development and product development scientists
- Lead on the planning, prioritisation and implementation of work programmes, including internal core research and customer focused product development
- Manage departmental budget and delivery of KPIs
- Contribute to the strategic direction and planning of the research and development of a fast growing technology start-up
- Manage recruitment and team development, as the business scales from 15 research staff to 40
- Liaise closely with the Head of Engineering, Principal Scientist (responsible for IP) and other senior managers
- Contribute to client engagements led by Business Development Manager and ensure customer needs are met by technical team, e.g., supply of samples and specification sheets
- Work with the Technical Operations Manager on the resourcing, facilities, regulation and quality functions of the business

Candidate Experience

The company is seeking candidates with:

- A MSc degree or PhD (or equivalent) in a discipline relating to Materials, Chemical Engineering or Chemistry
- Experienced in leadership, able to adapt to different learning styles within teams
- Track record in technology programme management and the successful delivery of innovation projects
- Experience developing an ambitious team through direct management and/or mentoring

- Experience leading R&D programmes within small company/start-up or in a fast-paced and changing environment
- Proactive, enthusiastic and problem-solving attitude
- Sustainability experience would be beneficial - basic understanding of sustainable bio-based materials and sustainable process development
- Must be a team player and possess excellent communication skills
- The right fit for a small, science-led, innovative team and a high-level of autonomy, creativity and independence

Package

- £100k-£110k salary (depending on experience)
- Share options in a fast-growing Cambridge start-up
- Flexible working options