

Lead Research Scientist

Full time (37.5 h/week), in-person position in Charlottetown, PE, Canada

To apply please visit the Croda careers site:

<https://croda.csod.com/ats/careersite/jobdetails.aspx?site=5&c=croda&id=4639>

Croda is a FTSE100 organization driven around our purpose of Smart Science to Improve Lives™. With over 6,000 employees across 39 countries, we are focused on the research and development of novel and highly sustainable raw materials for the Life Sciences and Consumer Care sectors.

We are passionate and excited about how we can develop and utilize new technologies to shape and inspire changes within an ever-growing marketplace. As our business looks to deliver its ambitious strategy of growth, we are looking for a Lead Research Scientist to join our Consumer Care Sector.

What You'll Be Doing:

You will be part of a dedicated team working together to discover and commercialize new sustainable ingredients from marine bacteria and fungi for the consumer care, agriculture and pharma (excipient) markets. The successful candidate will be responsible for contributing to all aspects of chemical characterization of product candidates including metabolomic analysis to prioritize hits from biological screening programs, compound purification and structure elucidation.

In addition, you will:

Be part of a team that values diversity, sustainability, and continuous innovation, where your ideas and contributions matter.

Apply technical knowledge to develop new microbial biotechnology products to meet market needs which consist of solving both complex and straightforward problems.

Design and carry out laboratory experiments. Review the results and seek answers to problems encountered through collection of data and investigation. Decide how to proceed with next experiment/stage of project. Assist less experienced staff through the same process.

Communicate verbally within research group and through e-mail and written technical reports to the rest of the business in which complex scientific information is presented in appropriate form for the audience.

Optionally be required to manage staff, the nature of which would be predominantly at the supervisory level. For more experienced individuals, this may involve performance appraisal, and recruitment. However ultimate responsibility for people management resides with the Team Leader/Manager.

Frequently be responsible for suggesting most viable development routes in projects that can either be complex or straightforward. Decisions would be made in conjunction with line manager.

Independently be responsible for planning and running multiple projects and carrying out experiments of varying complexity to deliver new products on time to the business. Projects may be short (months) or long (years) term.

Expected to come up with creative and viable solutions to problems within a designed area but is restricted by the core science. Encouraged to come up with creative ideas for new projects or within projects.

Expected to enhance knowledge of technology area and relevant scientific techniques to continuously improve research capability.

Who We're Looking For:

At Croda, we believe our people are the heart of our success. We are committed to fostering an environment where you can grow, make a meaningful impact, and thrive.

The successful candidate will have a combination of the following training and experience:

PhD or MSc in a relevant scientific discipline (chemistry, biochemistry, microbiology)

Excellent experimentalist with laboratory experience, preferably in the field of natural product chemistry. The following technical skills are desired:

- Experience in microbial natural product isolation using multiple types of chromatography including reversed and normal phase chromatography utilizing preparative and semi-preparative liquid chromatography.
- Experience in natural product structure characterization using modern spectroscopic techniques (MS and NMR).
- Experience in computer-aided metabolomics analysis to characterize complex biological samples.
- Experience interpreting bioassay results

Project management skills. Ability to progress multiple projects simultaneously to successful conclusions under own initiative.

Creative and tenacious with good planning and problem-solving skills.

Good written communication skills, numerate, strong attention to detail.

Ability to interact constructively within the department and with other departments.

Adaptable around changing project requirements and priorities.

Appreciation of IP and regulatory issues.

Don't meet all the qualifications? We still encourage you to apply! At Croda, we believe diverse perspectives and unique experiences drive innovation and strengthen our team.

What We Offer:

Join a global organization with countless opportunities for growth and leadership.

The successful candidate will receive a competitive salary and benefits package including:

- Flexible work schedule
- Excellent Medical, Dental, and Vision coverage, available immediately.
- Generous PTO
- RRSP Match
- Wellness Reimbursement
- Parental Leave
- Career Development
- Company paid and voluntary Life and AD&D Insurance
- Short- and long-term disability
- Paid Holidays
- And more!

Croda recognises employees as our strength and the diversity they bring to our workforce are directly linked to our ongoing success. We are an equal opportunity employer and place a high value on diversity and inclusion at our company. We do not discriminate on the basis of any protected attribute, including age, race, colour, religion, national origin, gender, sexual orientation, gender identity, gender expression, marital or veteran status, pregnancy or disability, or any other basis protected under applicable law. In accordance with applicable law, we make reasonable accommodations for applicants' and employees' religious practices and beliefs, as well as any mental health or physical disability needs.

How to Apply:

Please apply to this position by visiting the Croda Careers website (<https://croda.csod.com/ats/careersite/jobdetails.aspx?site=5&c=croda&id=4639>) and submitting your application by February 28.