**Role Description & Personal Profile**

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| **Role** | |
| **Job Title:** | R&D Scientist AB Neo |
| **Division:** | AB Neo |
| **Department:** | AB Neo R+D Central |
| **Location:** | International |
| **Role Type:**  Permanent, FTC etc | Permanent |
| **Team Structure:**  Reports to, Direct & Indirect Reports | Reports to: AB Neo R&D Manager  No Direct Reports |

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| **Description** | |
| **Impact Statement:**  The contribution of the role to achieving the overall business objective. Span of impact.  Main purpose, focus of the role. | An exciting opportunity to join AB Neo working within the core R&D team to help shape future research and development at our state-of the art innovation farm, as well as managing external projects with Universities. In particular contributing to how research trials are designed, executed, analysed and interpreted,  Initially this role will be largely with a pig focus, but over time, as our business grows, it is envisaged that this scope will be widened to incorporate other farm animals.  Join a team of scientists and nutritionists and support the provision of R&D and technical excellence. |
| **Key Responsibilities:**  The key objectives and accountabilities of the role. (5 to 10 areas) | * Keep up to date with published scientific literature relating to neonates * Attending scientific conferences and relevant trade shows to ensure that AB Neo is informed as to current thinking and developments within animals scientific research and analysis * Collate gathered information and produce literature reviews on specific topics which can then be used to inform future technical decisions and research ideas * Collaborate and drive the research programme within AB Neo * Facilitate rapid progress of internal and external R&D projects through project management or coordination of activities * Generate trial protocols, data recording, data extraction and transformation, statistical analysis, reporting and presentation of results * Plan, manage and report research data * Deliver collaborative research across AB Neo and with Universities to help maintain our market position of leading neonate nutrition based on quality research * Participation in operational tasks if needed at the centre of excellence * Participate in meetings with stakeholders, whether they are suppliers, laboratories, universities, etc * Publish data in peer reviewed scientific journals and submitting abstract to scientific meetings * Identify potential collaboration and find funding for projects with Universities worldwide ensure AB Neo remain at the cutting edge of scientific research * Maintain an understanding of market, customer developments across the ABNeo business. |
| **KPI’s** | * Deliver collaborative research and project management consultancy across the AB Neo group to help maintain our market position of leading neonate nutrition based on quality research * Create and manage new projects from ideation to execution * Keeping abreast of new developments in research and adapting to changes * Establishing links with key individuals or organisations to build a strategic network for potential collaboration and knowledge transfer relating to research methodologies and statistics in animal science. * Be involved in external research with universities. |
| **Key Stakeholders**  What are the challenges of the relationships, communication strategies required etc | * Core R&D team * AB Neo technical team * Wider AB Agri Technical teams |
| **Scope**  Depth, Breadth of knowledge application, ability to innovate, complexity of tasks, budgetary responsibility | This role requires a strong understanding of project management in animal science coupled with the ability to translate research objectives into statistically valid trial design to help deliver commercial value. |

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| **Person Specification** |  | **Essential / Desirable** |
| **Knowledge:**  Consider number of years’ experience, any formal qualifications genuinely necessary or any key areas of knowledge. | * A relevant scientific degree * PhD desirable in relevant scientific or discipline * Strong background in experimental design, data handling and statistical analysis in animal science research to a standard suitable for publication in peer-reviewed scientific journals * Advanced use of statistical software programmes, and Microsoft office * Experience of working in animal science in a similar role * Broad Knowledge of Nutritional/physiological concept * Experience in diet formulation * Experience in project management | E  E  E  E  E  E  D  D |
| **Key Behaviours:**  Consider which of our guiding principles are particularly relevant and also any role specific behaviours | * Ability to translate research goals to appropriate trial design * Self-motivated, pro-active attitude * Ability to think holistically about the wider business group * Ability to recognise innovative opportunities * Strong communicator, able to work well with a variety of stakeholders * Works well within a like-minded team, comfortable to support others to achieve shared objectives * Organised * Ability to manage multiple changing priorities | E  E  E  E  E  E  E  E |
| **Other factors:**  Travel, Shift Working, HGV Licence etc | Adopt a creative use of technology, travel, communication mediums and face to face interaction to deliver results & team engagement, whilst achieving a sensible work life balance. | E |
| **Date Agreed:** |  | |
| **Authorised by:** |  | |