**Role Description & Person Profile**

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| **Role** |  |
| **Job title** | R&D Scientist AB Neo Fraga |
| **Division** | ABNeo – Fraga |
| **Department** | Technical ASN |
| **Location** | Fraga , Spain |
| **Team Structure**  Reports to, direct reports, etc**.** | Reports to R&D manager AB Neo  Direct Reports: CoE Manager  . |

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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. | | To take responsibility for the implementation of the Innovative Research at the CoE.  Advise and execute all aspects of research at our state- of-the-art innovation farm.  Oversee the design, analysis and delivery of the trials performed at the CoE and to ensure maximal value creation.  Lead the CoE team | |
| **Role Objectives**  The key responsibilities and key accountabilities of 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 ASN Tech Team is informed as to current thinking and developments within the industry * Collate gathered information and produce literature reviews on specific topics which can then be used to inform future technical decisions and research ideas * Coordinate and drive the research programme within ASN. * Facilitate rapid progress of technical projects through direct management of a project, or coordination of activity * Oversee generation of trial protocols and report * Preparation of trial protocols * Data recording, data extraction and transformation, statistical analysis, reporting and presentation of results. * Comprehensive responsibility for all R&D projects on application farms * Weekly monitoring of on-farm trials with participation in operational tasks if needed * Participate in meetings with people related to the tests that we can carry out, whether they are suppliers, laboratories, universities, etc. * Responsible for the day-to-day business with customers who own application farms. * Manage the budget of the CoE * Be responsible for all aspects of the trial design and execution at CoE to include experimental and protocol design, sample size calculations, allocating animals according to experimental design, statistical analysis and report writing. * Plan, manage and report research trial data * Enhance collaboration with Technical Service and Sales for allocated products tested at CoE * Help to develop big data analytics to make best use of multiple automated data streams from the CoE (including environmental sensors, animals health and performance) * Identify novel methodologies to be implemented at the CoE to ensure AB Neo remain at the cutting edge of scientific research * Publishing data in peer reviewed scientific journals | |
| **Stakeholders** | | * ASN management team * Farm owners, suppliers * Centre of Excellence farm team * Core R&D team * Wider ASN commercial / Technical teams | |
| **Person Profile** |  | | **Essential or**  **Desirable** |
| **Knowledge**  Consider experience, any formal qualifications genuinely necessary or any key areas of knowledge. | * A relevant scientific degree * Masters or PhD desirable in relevant scientific discipline * Experience of working within the nutrition sector * Strong background in experimental design, data handling and statistical analysis in animal science research * Strong communication skills across all levels of delivery, to ensure clarity and value from the data generated at the CoE * Experience of big data analytics | | E  E  E  E  E  D |
| **Key Behaviours**  Consider which of our Guiding Principles are particularly relevant and also any role specific behaviours. | * 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 * Organised * Keen to be involved in operational and field tasks * Ability to translate research goals to appropriate statistical design * Comfortable to support others to achieve shared objectives * Ability to manage multiple changing priorities | | E  E  E  E  E  E  E  E  E  E |
| **Other Factors** | May require international travel to other ABNeo Business Units  Adopt a creative use of technology and face to face interactions to deliver results and team engagement. | | |