



NovAliX

## JOB DESCRIPTION

# Grade: Principal Scientist

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Date of publication: 2024

Department: BU Research Services, BU Drug Discovery and BU Colocated Research

Hierarchy: from grade Senior Project Manager

Prerequisites: PhD in relevant field with more than 5 years of experience. BSc/MSc in relevant field with more than 14 years of experience.

## Purpose of the job

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A "Principal Scientist" supports projects by bringing strong scientific expertise in the field. He/she designs and organizes research. "Principal Scientist" analyzes data in compliance with the project requirements and timelines. Moreover he/she analyzes and implement new development in the field.



## Missions and tasks

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### Scientific missions:

- Discuss/challenge with project leader the proposed strategy. Understand and influence the project strategy and delivery constraints.
- Translate strategy into realistic experimental plan.
- Design and implement experimental work in the laboratory according to required scientific and HSE standards.
- Adapt strategy quickly on incoming data and ensure implementation.
- Analyze data in efficient and correct manner, take a critical look at the results, and translate data into presentable format.
- Position own generated data in bigger picture of project.
- Demonstrating strong learning agility and acting decisively.
  
- High level of technical skills demonstrated by high efficacy in performed tasks and solving problems.
- Recognized as an expert/referent in his/her department, deep understanding of scientific background and technologies.
- Regularly consulted by colleagues from different fields for addressing complex questions and issues.
- Represent area of expertise across multiple projects.
- Make proposals to answer scientific questions.
- Have broad insight in equipment and techniques available at NovAliX, and be able to advise other peers on the use of specific equipment.
- Possibly responsible for lab equipment or expertise in technical area (e.g. high content analysis, statistics).
  
- Review literature and share scientific insights to peers/ managers.
- Understand recent development in own area of expertise and propose and implement improvements to current work methods.
- Present at conferences or symposium... manage publications if appropriate.
- Express opinions during different meetings and challenge intelligently and with rationale.
- Excellent presentation skills – able to distil key information to deliver status/message around project/technology/process to different audiences for decision making. Give stimulating presentations around expert topics that trigger scientific discussions.
- Able to cope with urgent on-demand presentation delivery.
- Support the BD work.
  
- Act as a model according to the NovAliX values.
- Using competencies and experience for mentoring.
- Ensures standards for NovAliX and efficient way of working are transferred.

### General tasks:

- Follow and apply IT rules, especially concerning cybersecurity. Signal rapidly to IT department any issues or breaches in our security integrity.
- Know and follow the HSE rules applicable to the activity: chemical labs, L2, ...
- Comply with HR policies and NovAliX rules.
- Adhere to NovAliX values.

General knowledge:

- Fluent in English (spoken and written).
- Good writing skills.
- Proficiency in office software (Word, Excel, Power Point) and communication tools.
- Proficiency in job-specific software.

## Values / Personal skills

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- 1. Collaboration**
- 2. Analysis/Problem solving**
- 3. Being Organized**
- 4. Communication**
- 5. Being Impactful**
- 6. Client focus**
- 7. Innovation/Creativity**
8. People management
9. Growing the Business
10. Leadership