

Grade: Senior Research Fellow

Date of publication: 2024

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

Hierarchy: from grade Associate Director

Prerequisites: Strong expertise and experience in driving projects in a relevant field

Purpose of the job

The "Senior Research Fellow" (SRF) provides technical & intellectual leadership across programs / projects therapeutic areas. He/she is recognized as an expert in, at least, one scientific field through publications, networks, rewards, ... He/she may act as an internal KOL. SRF leads multiple complex projects which produce high quality scientific results. SRF plays an important role in establishing business strategies. Aligned with NovAliX strategy, he/she identifies, proposes and sets new approaches/ideas in their specific scientific areas.



Missions and tasks

Scientific missions:

- Act as a senior scientific expert / consultant across external /internal projects
- Implement the strategy of a research project in conjunction with the sponsor by designing research plans based on the critical interpretation of background knowledge.
- Independently plan and execute the research plan, ensuring that the teams comply with the quality standards recommended by NovAliX.
- Contribute and propose the development of new high added-value research projects (turnkey projects).
- Advises on the evaluation and validation of the most effective technologies for use in our scientific platforms.
- Lead the analysis of highly complex issues in medicinal chemistry or a technical field and propose solutions.
- Translate strategy into realistic plan.
- Analyze data in an efficient and correct manner, take a critical look at the results, and translate data into presentable format.
- Demonstrate strong learning agility and acting decisively.
- Recognized as an expert/referent, able to troubleshoot, 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.
- Review scientific 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.
- Develop innovative solutions with high impact on business units.
- 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.

Client relationship:

- Able to cope with urgent on-demand presentation delivery.
- Assist the business development teams as a scientific expert/mentor: for commercial strategy, for projects with new customers ...
- Contribute to strategic decisions to secure new customer contracts.
- Responsible for the project progress reports transmitted outside the company.
- Expand external scientific visibility and reputation of NovAliX, develop scientific contacts.
- Use his/her networks (academic, biotech, private) to identify potential collaborations to promote the organization's objectives.
- External spokesperson for the company on complex scientific matters.

Project management missions:

- Lead a multidisciplinary core team for a complete project: e.g. a drug discovery program, a technology implementation or therapeutic area associated capabilities implementation.
- Drive large and complex scientific projects.
- Lead a multidisciplinary scientific group on a specific topic/project.
- Interact effectively with all NovAliX department representatives to propose and make the best scientific decisions for the project's progress.
- Act as a role model according to the NovAliX values.
- Ensure that NovAliX standards and effective working methods are passed on.
- Plan project budget and monitor it through the course of project.

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, PowerPoint) and communication tools.
- Proficiency in job-specific software.

Values / Personal skills

- 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**