

|                   |                                   |
|-------------------|-----------------------------------|
| <b>Job Title</b>  | Senior / Technical Project Leader |
| <b>Job Holder</b> | VACANT                            |
| <b>Reports To</b> | Azam Razzaq                       |
| <b>Date</b>       | Aug 18                            |

|                                  |   | Essential | Desirable | Method of Assessment           |
|----------------------------------|---|-----------|-----------|--------------------------------|
| <b>Educational Attainment</b>    |   |           |           |                                |
| <b>E1</b>                        | Degree in biological sciences   | X         |           | Application Form / Certificate |
| <b>D1</b>                        | MSc or PhD in biological sciences   |           | X         | Application Form / Certificate |
| <b>Work Experience</b>           |   |           |           |                                |
| <b>E2</b>                        | <b>Substantial</b> experience in academia or industry, either in an R&D or manufacturing environment related to biological sciences | X         |           | Application Form / Interview   |
| <b>D3</b>                        | Project Management Experience   | X (S)     | X         | Application Form / Interview   |
| <b>D4</b>                        | Team Leadership Experience  | X (S)     | X         | Application Form / Interview   |
| <b>Knowledge/Skills/Aptitude</b> |   |           |           |                                |
| <b>D5</b>                        | <b>Industrial awareness of biopharmaceuticals and the operations of a CDMO</b>  | X (S)     | X         | Application Form / Interview   |
| <b>E3</b>                        | <b>Presentation Skills</b>  | X         |           | Application Form / Interview   |
| <b>E4</b>                        | Identifies the key factor(s) in a complex problem.  | X         |           | Interview                      |
| <b>E5</b>                        | Understands and evaluates numerical data, tables, charts, or graphs to get to the cause of a problem                                | X         |           | Application Form / Interview   |
| <b>E6</b>                        | Draws on reason and logic in making a case  | X         |           | Interview                      |
| <b>E7</b>                        | Gathers key information to diagnose a problem   | X         |           | Interview                      |
| <b>E8</b>                        | Makes suggestions on how to improve things at work  | X         |           | Interview                      |
| <b>E9</b>                        | Is confident in his or her ability to overcome obstacles  | X         |           | Interview                      |
| <b>E10</b>                       | Establishes a course of action to accomplish a long-term goal or vision   | X         |           | Interview                      |
| <b>E11</b>                       | Prepares and reviews contingency plans for problems and situations that might occur   | X         |           | Interview                      |
| <b>E12</b>                       | Adjusts strategies to changes in the environment  | X         |           | Interview                      |
| <b>E13</b>                       | Quickly understands and uses processes, technologies and ideas that are continually being updated                                   | X         |           | Interview                      |
| <b>E14</b>                       | Deals effectively with people from a variety of backgrounds   | X         |           | Interview                      |
| <b>E15</b>                       | Works effectively under tight deadlines   | X         |           | Interview                      |
| <b>E16</b>                       | Makes sure all necessary tasks have been completed  | X         |           | Interview                      |
| <b>E17</b>                       | Effectively communicates in order to  | X         |           | Application Form / Interview   |

|            |  |   |  |           |
|------------|--|---|--|-----------|
|            | influence  |   |  |           |
| <b>E18</b> | Shows consideration for and responds to the feelings and needs of subordinates, peers, superiors or customers                        | X |  | Interview |
| <b>E19</b> | Finds ways to use time and resources more cost effectively   | X |  | Interview |
| <b>E20</b> | Actively monitors costs  | X |  | Interview |
| <b>E21</b> | Makes sure that work meets quality standards   | X |  | Interview |
|            | <b>Special Circumstances</b>   |   |  |           |
| <b>E22</b> | Able to travel to customer sites for Face to Face visits, either as commercial support, or as part of the technical program of work. | X |  | Interview |

(S) – Denotes essential criteria for appointment to Senior role