



**POSITION DESCRIPTION**

<b>Title</b>	<b>Chief Research &amp; Development Officer</b>
<b>Position reports to</b>	<b>COO</b>
<b>Positions reporting to this one</b>	<b>R&amp;D Manager, Technical Support Manager &amp; Technical Manager- Glass</b>
<b>Employment Type</b>	<b>Fulltime</b>

**Summary of Role**

The Chief Research & Development Officer is responsible for:

- Driving R&D product pipeline to ensure 1 to 2 new products are launched every year, in line with shareholder expectations
- Developing compliant Design files and supporting testing and reports e.g. ISO type testing, Biocompatibility, Useability etc
- Ensuring adequate Design transfer from R&D to Production, including validation, documentation, testing specifications etc.
- Coaching, mentoring, motivating, and directing the R&D Team to develop innovative dental products
- Working with both internal and external designers, to develop new chemistry, innovative delivery systems, innovative small equipment, and new glass product technology
- Supervising complex research projects, analyses results and provides recommendations based on findings
- Conducting work in a safe manner and demonstrating a strong commitment to SDI's values of passion, accountability, respect, teamwork, and innovation

**Specific Responsibilities**

- Develops stage-gate plan for new product proposals
- Ensures product development is on schedule and promptly communicates issues
- Develops planning of research, development, and pre-commercialisation activities in line with marketing and financial resources;
- Conducts continual evaluation of competitor products to ensure understanding of product positioning
- Ensures pre-commercialisation of products, in compliance with cost, time and quality standards, as well as contractual terms envisaged in orders;
- Ensures effective internal organisation of managed processes and structures, as well as promotion of high professionalism and motivation levels, in cooperation with HR function.
- Ensures internal and external researchers write research papers to present at international dental research meetings
- Plans with both R&D scientists and external researchers to have patents for some new products
- Ensures R&D team are fully cross-functional to encourage collaboration and ideas

**Key Relationships (internal and external)**

- External product designers
- External Researchers
- Most operational areas of the business- CEO, Production, Marketing, QA, QC, Sales, HR, Finance



**Job Environment**

- The position is located at Bayswater
- Working hours: Monday – Friday, 8:00 am – 5:00pm
- Travel: occasional domestic and international

**Essential Qualification/ Experience**

- MBA or post graduate business degree
- Chemical Engineer or Industrial Chemist in polymers
- Strong knowledge of polymer chemistry
- Strong business acumen, proven experience in medium-sized business
- Patent experience
- Experience in developing Medical Devices
- Experience and knowledge of Design compliance requirements under ISO 13485, GMP etc.
- Worked in a medium-sized company
- Significant people management skills
- Proven Project Management

**Essential Skills, Knowledge and Attributes**

Personal Qualities

- Strong communicator
- Motivates and inspires team to excel
- Resilience
- Strong leadership
- Strong team player
- Innovation mind-set
- Acts with a sense of urgency and accuracy
- Exercises sound judgement
- Driven to achieve strong results and outcomes
- Business Acumen
- Actively strives to learn and refresh one’s professional development
- Acts with a continuous improvement approach

Knowledge and Skills

- Analytical
- Significant and proven management and technical experience in Medical devices field preferably
- Business operations experience, preferably in a manufacturing environment
- University degree- ideally in polymer chemistry and Business Masters-degree qualified

Employee

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Manager

Signature: \_\_\_\_\_

Date: \_\_\_\_\_