

Job Description

Position : Head of R&D Operation
Reports To : Head of R&D and Quality
Direct Report : 1 Manager
Total Team : 10 – 15 (project employees)
Location : Perak, Malaysia

Purpose & Key Accountabilities:

- Leading of R&D operation team with main focus on implementation of results of R&D center (product and process), production support on process and chemistry issues and continuous quality/cost/process improvement as well as leading on expert basis the internal routine laboratory.

Business Responsibilities:

- Implementation of R&D results of R&D Center group, continuous improvement (product, process), internal technical consultation & service, internal lab testing-routine testing, material income testing, customer samples preparation, internal IQ/OQ/PQ support, shelf life testing, raw materials qualification.

Internal / external contacts with stakeholders and/or customers:

- Internal: Management, unit heads, production, marketing, RA/QA, Purchasing, store and own department
- External: Suppliers for chemical, equipment and Lab, external labs
- Divergent or Shared: Shared

Nature and scope of main accountabilities:

- **Full**
 - To implement New innovations (product & process) in the operation at LP in committed timeframe and advised documentation,
 - To coach, motivate and train R&D operation team, develop goals and provide feedback on key improvement area.
 - Manage lab operation and testing of incoming materials, in-process control and finish goods compliance to quality system.
- **Shared**
 - Continuous improvement of process, quality and cost. Resolving persisting quality issues (customer complaints) work on CAPA processes.
- **Support**
 - Responsible for organisation and performing experiments on line as well as sample production for customers, support of production in technical and chemistry problems, coordinate new product approval/qualification in production.

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Purpose and Subject of interaction with internal / external key contacts (i.e. stakeholders and/or customers):

- **Shared**
 - Work together with production and R&D group on commercialization of new products and quality/cost improvement projects. Provide technical consultation on day to day quality issue, complaint and quality sustain plan. Brief operation team on technical changes, measurement and define target.
- **Support**
 - Communicate with compounding.

Challenges with regard to innovation and change:

- Challenge work together with different stakeholders
- Organise implementations without disturbing the operations

Requirements:

- BSc. or PhD. in Polymer, Rubber Technology or Chemistry
- More than 5 years working experience in related industry.
- Team worker – is able to work together with stakeholders also with different interest, technical and process
- Knowledge – glove preferred, hands on type

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