

Senior Manager– Mass Spectrometry Research and Development

Job Description Summary

Responsible for the development and implementation of research procedures and techniques to meet organizational needs and to capitalize on potential new or improved products. Through laboratory research, proves and applies scientific theories to develop new and/or improved products, processes or technologies.

Job Description

Imagine a world where you could detect health issues sooner to treat them more effectively. Where food and water are always safe, even in remote corners of the earth. And where scientific and medical research are enhanced to solve the greatest challenges of our times. At PerkinElmer, we imagine this world every day. Then, we innovate and collaborate to make it happen everywhere.

Our dedicated team of about 14,000 employees worldwide, pioneers scientific technologies for better detection, imaging, and informatics to help our customers work to create healthier families, improve the quality of life, and sustain the well-being and longevity of people globally.

If you are seeking a meaningful, impactful, and stimulating career, look no further.

PerkinElmer, a global leader in technology is searching for an experienced Research and Development Sr. Manager to lead and drive innovative solutions in our Mass Spectrometry (MS) R&D team. The individual will become a key member of a group of senior PerkinElmer leadership and liaise closely with other cross-functional leaders. This position reports to the Director of Mass Spectrometry R&D as part of the PerkinElmer's Global R&D organization.

The successful candidate will be leading multi-disciplinary teams of scientists and engineers across molecular and atomic mass spectrometry products to drive new product development and sustain the current products to support portfolio roadmap objectives.

In addition to leading the R&D team to execute on on-time, on-budget, and on-scope delivery of new product introductions, a critical role of the successful candidate is developing and empowering the R&D teams and talents, maintaining an innovative, collaborative and inclusive culture.

The successful candidate must have the ability to deliver value and manage both breakthrough and incremental innovation, drive the teams on delivering new products or upgrades to existing products, continuous improvement to optimize "time to market" and monitors program timelines and budgets from initiation through product launch. In addition, the Sr. Manager of R&D will be responsible to support field investigations, maintain product lifecycle "sustaining" projects, transfer of new products to operation, and development of related procedures while adhering to all applicable quality and regulatory requirements.

This position is based in Woodbridge (part of greater Toronto area), Ontario, Canada.

Key Attributes and Responsibilities:

The successful candidate will have the responsibility to provide leadership and focus to meet or exceed the business unit goals through the following:

Functional Leadership of the R&D Team

- Effectively leading focused and highly skilled teams of scientists and engineers while identifying and addressing gaps and areas for improvement.
- Planning team objectives and resource allocation based on project priorities.
- Providing oversight to ensure all projects remain on schedule and on budget while meeting all performance, cost and quality specifications in a regulated manufacturing environment.
- Responsible for maintaining and improving the team's talent pool, technical capabilities, knowledge transfer and hiring plans.
- Overseeing site-related improvements and expansion.

People Leadership Skills

- Continuing to build on a cohesive team with great culture that is diverse, collaborative, and inclusive.
- Aspiring to create a warm, pleasant, and safe working environment while creating a workplace based on long-term trust and respect fueled by accountability, where stretch goals are set, and achievements are recognized and rewarded.
- Supporting long-term career growth of individuals and providing mentorship and training. Ensuring that the team remains motivated and is being technically challenged.
- Empowering the team leaders to develop impactful short and long-term action plans and drive for results as one team.
- Growing high-potential team members by attracting, engaging, developing, and retaining top talent at all levels of the team.
- Inspiring, influencing, and empowering team members to overachieve objectives.

Strategic Leadership and Cross-Collaboration

- Supporting the execution of the products roadmap.
- Gaining alignment to support R&D goals by collaborating with other cross-functions using a partnership approach.
- Building strong working relationships across the organization to further R&D objectives and overcome obstacles.
- Strong driver and influencer with ability to motivate and drive results through direct/indirect reports as well as cross-functional teams across a highly matrixed global organization.

Basic Qualifications:

- Master's degree in Physics, Chemistry, or Engineering degree with strong computer and mathematical skills.
- Five (5) years of proven track record in relevant management experience in an R&D environment.

Preferred Qualifications:

- Doctoral degree in Physics, Chemistry, or Engineering degree with strong computer and mathematical skills.
- Experience in driving product development of complex analytical instrumentation.
- Knowledge of mass spectrometry theory and components and prior practical experience.
- Pragmatic self-starter who can manage, motivate, and develop direct reports and operate effectively in a constantly changing environment.
- Demonstrated experience in bringing products from concept to manufacturing by leading a cross-functional team in product development.
- Systems engineering knowledge.
- Ability to react appropriately to changing priorities and impending deadlines.
- Ability to prioritize tasks and delegate effectively.
- Ability to communicate effectively and comfortably with all organizational levels.
- Time management skills to handle a variety of assigned tasks with effective multi-tasking capabilities.
- Well-founded problem-solving skills.
- Demonstrated skills in management and continuous process improvement techniques.
- Ability to motivate and influence others.
- Proficient in team building, coaching and mentoring skills.
- Ability to make independent decisions.
- Excellent group interaction and negotiating skills.
- Well-developed written skills to prepare regular and routine reports, reviews, as well as preparing presentations to a variety of audiences.

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