

JOB DESCRIPTION

BU/Function: LZA Testing	Cost Center: ZH1500	Location: Zhuhai
Job Title: Research Chemist		Job Grade:
Reporting to (Job Title): Lab Manager		Reporting to the Job Holder(subordinate):

ACCOUNTABILITY:

Contribute to deliver CTSL competitive advantage by providing effective and efficient testing and technical support

RESPONSIBILITIES:

- Follow HSES procedures of both plant and laboratory. Operate in a safe, tidy and efficient manner; maintain good housekeeping practices in the work area. Actively get involved with contributions to safety, housekeeping, environment and process improvement initiatives.
- Set up laboratory equipment and instrumentation required for tests, research, or process control. Prepare chemical solutions for use in processing materials, following standardized formulas or experimental procedures.
- Test and analyze in-process and finished products to determine chemical content and other characteristics. Document results of tests and analyses.
- Confer with scientific, engineering and technical personnel to resolve testing problems such as product or system malfunctions, incomplete test data and data interpretation. Proactively identify potential problems and effectively map out a plan for resolution. Effectively use internal and external resources such as external lab contacts and industry experts in problem solving efforts.
- Analyze and interpret test data and prepare technical reports for use by R&D, PMG, customers, and management personnel. Utilize technical expertise to assist peers with process improvements, data quality and other operational issues.
- Plan sequence of testing and calibration procedures for instruments and equipment. Calibrate test instruments according to specifications.
- Perform incoming inspection of chemicals.
- Apply broad and thorough understanding of technical field and train others on these methods and technologies. Provide technical leadership to the workgroup and is seen as a “go to” person internal and external to CTSL. Provide training to work group as well as internal and external customers.
- Draw connection between different technologies to solve testing issues and make improvements to operation.
- Provide leadership to work group(s) on Quality System Initiatives through active participation in the Quality System (auditor, ISO document controller, trainer, and work on process improvements).
- Effectively work without supervision on daily activities and assist work group in the supervisor’s absence.

- Seek out new applications and methods to meet customer and business needs.
- Actively participate in external activities such as ASTM and lab crosscheck programs.
- Deliver and assist in the creation of business presentations to work groups, Segment partners, and external business contacts.
- Actively facilitates work processes on a global basis.

In addition to above Lab chemist responsibilities, research chemist's responsibilities also include:

- Accurately record data, interpret results and independently determine path forward
- Develop customized testing method through proactive collaboration with LZ business group such as Product Management group, OEM group, Sales supporting LZ product differentiation
- Champion Continuous Improvement mindset; Assist to build stronger testing technical strength by
 - sharing instrument trouble shooting experience
 - being as technical support lead for typical tests
 - providing thorough testing method training with deeper understanding
 - effective collaboration with global Testing and AppS counterparts
- Work with colleagues to apply existing chemistry to the industrial market

REQUIREMENTS – EDUCATION, EXPERIENCE, SKILLS:

- Education Background:
 - Master's degree
- Knowledge, technical/professional skill:
 - Strong analytical skills
 - Excellent communication skills (verbal and written), in Chinese and English
 - Independent worker
 - Manage projects to completion
 - Work closely with global counterparts and business group (i.e. Product management group)
 - Strong computer skills, excel word
 - Strong multi-tasking skills and ability to complete work in a timely manner
 - Ability to prioritize workload in alignment with departmental, divisional and corporate objectives
 - Team-orientation and self-motivation – act with energy and purpose
 - Flexibility - desire to learn and become adept in new technical areas
 - Excellent customer focus with ability to quickly adapt to changing business needs
 - Strong technical writing skills and timely results reporting
 - Excellent communication, listening, and interpersonal skills
 - Demonstrated ability to solve technical problems
 - Ability and willingness to conduct work in accordance with LZA Environmental Health and Safety practices
- Experience:

- Minimum of 5 years' experience in Lubricant additives or final lubricant products testing
- Proven experience of advanced instrument analytical skills such as NMR, SEM etc. is a plus.

COMPETENCIES (tick the ones apply):

Foundation of Performance		Leadership Behavior	
v	Acts with Integrity		Strategic Thinking
v	Collaborates (locally and globally)		Global Perspective
v	Delivers Results		Develops Talent
v	Communicates Effectively		Engages and Influences
v	Seeks New and Better Approaches to their work		Commercial Acumen
v	Develops Self		Drives Innovation