



Research Director

Research Directors oversee and direct the design and implementation of research, pre-market and post-market research programs. This involves directing the development and implementation of pre- and post-market approval studies including cost-benefit, health outcomes and indication extension studies; ensuring compliance with Good Clinical Practices, Standard Operating Procedures and regulatory and legal requirements. In this role a Research Director acts in an expert advisor capacity: providing leadership, establishing and maintaining high-level scientific external relationships with opinion leaders. The Research Director reports to a Vice President. This role involves the provision of advice and guidance to the Executive team in identifying and protecting intellectual property and making scientific presentations at advisory boards, key scientific meetings and external committee meetings. A Research Director will also oversee the development of strategic and operating plans, budgets and forecasts, the development of protocols, and general department logistics and administration.

Learn more about the role of a Research Director by downloading the full skills profile for free at www.biotalent.ca/profiles.



Research Director



BioTalent Canada's Bio-economy Skills Profiles

Biotechnology's fusion of science and business creates unique requirements for jobs in the sector. Candidates often need skills suited both to the lab and the boardroom. As a result, occupational descriptions from other sources or sectors don't always fit the bio-economy exactly. That's why, in partnership with industry stakeholders, BioTalent Canada has developed skills profiles specific to the bio-economy—a project that will continue with the ongoing addition of other functions over time.

Each profile includes a definition of the occupation, a list of competencies and associated tasks, a summary situational analysis, language benchmarks, and essential skills.

Who can use these profiles?

Easy to use and interpret, our *Bio-economy Skills Profiles* were created to meet the needs of a wide range of audiences. Here's how you might use them if you're an:

Employer: Develop job descriptions, performance evaluation criteria, professional development programs, succession plans, team building initiatives and recruitment plans.

Job seeker: Identify your professional development needs, tailor your resume for a specific position, prepare for interviews and interpret job descriptions.

Educator: Build industry-oriented curricula to help produce job-ready graduates.

Student: Grow your understanding of employers' expectations and choose the right educational programs to equip yourself with the skills for success.

Validated by industry

BioTalent Canada created its *Bio-economy Skills Profiles* in consultation with industry to accurately capture the needs of biotechnology companies and produce truly practical, relevant resources. These profiles summarize the high-level skills required for each occupational profile and itemize in detail the common tasks associated with each function. Because the profiles are comprehensive, not every skill may be required for a single position: instead, the profiles present the full sets of skills that could be expected of a person in a given role within companies at various stages of development.

Information you can trust

BioTalent Canada is the country's source for reliable, objective and accurate information on skills development and human resources in the bio-economy. Our aim as Canada's biotechnology sector council is to deliver the human resources tools, information and skills development resources industry needs to ensure an adequate supply of job-ready people.

Understanding the bio-economy

Canada's bio-economy is engaged in the research, development, commercialization and manufacturing of biotechnology products. The bio-economy is constantly expanding as new technologies and techniques are applied to an ever-broader range of industries and sectors including:

Agriculture	Genomics
Aquaculture	Human and Animal Health
Bioenergy	Industrial
Bioinformatics	Life Sciences
Bioproducts	Medical Devices
Biosciences	Nanotechnology
Environment	Natural Resources
Food Processing	Nutraceuticals
Forestry	Pharmaceuticals

Get started today

Even before you download the full **Research Director** Skills Profile, get a sense of the information it contains and how you might use it in your work. Attached here is a quick-reference checklist that summarizes the core skills required for the position and the common tasks associated.



Go to www.biotalent.ca/profiles and download the complete Research Director Skills Profile.

Bio-economy Competency Profile Checklist

Applicants for Research Director positions in the bio-economy must possess an undergraduate degree in science or engineering (chemistry, biology, biochemistry, pharmacology or chemical engineering). Experience investigating funding opportunities and industry knowledge provides a significant advantage.

Building on these, a **Research Director** must be able to:

A. Develop the research strategy

- 1. Analyze research trends and directions
- 2. Develop a research strategy that supports company goals and objectives

B. Develop the research plan

- 1. Develop a research plan to implement the approved research strategy
- 2. Identify key performance indicators and measurement data requirements
- 3. Obtain approval for the research plan
- 4. Secure funding for the research plan

C. Implement the research plan

- 1. Organize structurally to support the research plan
- 2. Action the research plan
- 3. Manage issues and risks on a proactive basis
- 4. Manage budgets & forecasts
- 5. Evaluate performance to plan
- 6. Communicate performance and results to the Executive team



D. Establish outsourcing relationships

- 1. Establish requirements and evaluation criteria
- 2. Review and assess potential subcontractors
- 3. Select subcontractors
- 4. Negotiate subcontractor contracts

E. Advance the research initiative

- 1. Assess research outcomes
- 2. Support the regulatory submission process
- 3. Present results to the scientific community

F. Provide advisory/expert services

- 1. Serve as a scientific advisor
- 2. Participate in peer reviews for external publications
- 3. Maintain status as a 'recognized' authority
- 4. Mentor and coach peers and the management team

G. Comply with legislation/regulations

- 1. Understand legislative/regulatory requirements
- 2. Analyze and assess risk exposure
- 3. Develop guidelines to ensure compliance with legislation and regulations

H. Comply with corporate policies and guidelines

- 1. Ensure compliance with corporate policies and procedures
- 2. Review compliance to corporate policies/procedures
- 3. Respond with appropriate corrective action to identified situations of non-compliance

I. Manage research professionals

- 1. Identify development needs
- 2. Provide opportunities for continuous learning
- 3. Evaluate performance

J. Demonstrate accepted management capabilities

- 1. Apply accepted management principles and techniques
- 2. Plan and implement strategically
- 3. Delegate appropriately
- 4. Influence decisions
- 5. Manage risk
- 6. Identify and protect intellectual property
- 7. Protect sensitive/confidential information
- 8. Use computers to analyze/manage data and information
- 9. Establish effective working relationships
- 10. Manage work activities



K. Apply professional practices

- 1. Comply with corporate, regulatory and legislative policies, requirements, procedures and protocols
- 2. Demonstrate project management capabilities
- 3. Demonstrate medical, scientific and research and development (R&D) experience
- 4. Ensure staff are knowledgeable of and take appropriate safety measures
- 5. Demonstrate professional integrity

L. Demonstrate personal competencies

- 1. Demonstrate leadership
- 2. Set priorities
- 3. Organize work
- 4. Build networks internally and externally
- 5. Solve problems
- 6. Communicate clearly and effectively
- 7. Embrace continuous learning and development

