

# Protecting the Vulnerable™



## POSITION SPECIFICATIONS

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Senior Application Scientist  
05-NOV-2020

**Position:** SENIOR APPLICATION SCIENTIST

**Posting Expiration:** Screening of resumes will begin **IMMEDIATELY** and continue until the position is filled.  
**Document ID / Revision:** D0030207 / A  
**Location of Position:** Tucson, AZ  
**Reporting Relationship:** This position reports to the Global Product Manager, Peptides Business.  
**Job Classification:** Salaried  
**Supervisory Responsibilities:** No line management responsibility.  
**Scope of Position:** This position is based within the peptide synthesis applications laboratory in Tucson, AZ. The holder of this position will be responsible for the day-to-day running of the applications laboratory, including scheduling customer synthesis requests, R&D/Engineering synthesis requests and any other syntheses related to publications or marketing materials. The Senior Applications Scientist should also possess expert knowledge of peptide chemistry and synthetic methodologies, both theoretical and practical, and be able to offer technical evaluation of new technologies and competitor platforms. The position holder will also be required to support the US sales team with technical assistance for pre-sales customer meetings and applications training for customers post-sales. This position requires approximately 30% travel to present data generated within the applications laboratory at selected national and international scientific conferences as well as to customer sites.

**Essential Duties** Core duties and responsibilities include, but are not limited to, the following:

**Pre-Sales Support**

- Plan, schedule and perform demonstration peptide and peptidomimetic synthesis requests.
- Carry out relevant analyses of peptide syntheses (LCMS) and provide interpretation of data to the customer.
- Provide demonstrations of instrumentation and software for existing and prospective customers.
- Provide applications support to customers via phone and email.

**Develop Marketing Materials and Sales Tools**

- Provide technical input to the marketing team and carry out applications syntheses to generate data for product brochures, conference posters, oral presentations, video and blog posts.
- Participate in webinars and presentations on peptide chemistry and company products.
- Propose, plan, and manage the marketing applications roadmap based on guidance from the Product Manager and Marketing Manager.
- Stay up to date with the state of the art of the industry and current scientific publications.

**Support R&D**

- Participate in product development activities, feasibility studies and idea evaluation.
- Provide technical input to the R&D and Engineering departments for the development of new products and enhancements to the existing product portfolio.

**Focus on Quality**

- Provide guidance and approve protocol changes to QC chemistry and reagent certificates.
- Validate purity and chemical identity of chemicals from suppliers, supply certificates of analysis to production prior to packaging.
- Keep track and perform when possible preventative maintenance to lab equipment used by applications department.

**General**

- Responsible for the implementation of all relevant Health and Safety practices, SOPs, and provide input for continuous improvement of laboratory policies.
- Keep chemical reagent SDS up to date.
- Comply with company ethics, code of conduct, policies, and best practices, with a commitment to safety in the workplace, valuing of diversity, and promotion of a harassment-free environment.
- Stay updated on all relevant procedures linked to the role.
- Maintain good laboratory record-keeping. Organize data and generate reports and presentations based on synthesis results.
- Planning of daily work in line with activities.
- Maintain the applications laboratory inventory and manage the supply of chemicals.
- Perform other duties as assigned by management.

**Professional Qualifications:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The categories listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Education and/or Experience:**

- Master's Degree in Chemistry, Biochemistry, or related field with experience in Peptide Chemistry or equivalent desired
- PhD in chemistry or a related field is preferred.
- Six or more years of relevant/related experience and/or training in peptide related area in industry
- Any equivalent combination of education, experience, and training

**Skills, Knowledge and Abilities:**

- Demonstrated working knowledge of safe laboratory methods and adhere to scientifically sound practices.
- Demonstrate strong observational and analytical abilities, and competence using and maintaining a variety of analytical instruments and lab equipment
- Work successfully in a fast-paced, dynamic, collaborative, scientifically driven, team-oriented, and customer-focused environment inclusive of research, development, and manufacturing.
- Must have strong time management skills and be highly organized and flexible to meet changing priorities.
- Must have excellent oral and written communication skills, strong interpersonal skills, and be capable of working in a multi-disciplinary team to support a positive work environment.
- Proficiency with Microsoft Office applications.

**The Mesa Way! Expectations:** This position is a **Senior Professional** focused on individual accountability, teamwork, and cross-functional collaboration. Leadership by example at every level. Proactive daily management.

**Pillar #1 – Measure What Matters**

- **Customer Centric & Game Plan** - Always gathers customer insights and shares with team. Understands external and internal trends, and their impact from a customer perspective. Continually searches for ways to increase customer satisfaction. Displays strong degree of customer empathy.
- **Critical Few** – Effectively seeks the right problems to be solved, balancing immediate improvement vs. long-term breakthrough/new muscle. Proactively develops and executes improvement plans to meet annual objectives.
- **Clear Direction and Buy In** – Simplifies complexity to enable broader involvement, team understanding, and buy-in.
- **Stretch Goals That Drive Innovation** – Sets high expectations for team and self. Celebrates success and solves the "what" of the performance gaps vs. "who." Maintains team motivation.

**Pillar #2 – Empower Teams**

- **Ownership at Point of Impact** – Recruits, evaluates and hires strong people who fit, can excel, and have a passion to win. The Mesa Way! Embraces diversity, actively scouts for new Mesa talent. Create an environment of ownership by the team at the point of impact. Hiring the right candidates and develop.
- **Coach vs. Direct** – Demonstrates situational awareness and is not intimidated by conflict. Creates an entrepreneurial environment that allows for mistakes for the opportunity of learning. Directly confronts issues that derail the team advancement. Consistently treats people fairly, with respect and provides candid feedback in a timely manner. Promotes stretch/growth and understands the importance of coaching for the long-term investment.

**The Mesa Way! Pillar #2 – Empower Teams (continued)**

- Expectations:**
- **Fact Based Decisions** – Deepen the culture of decision-making through the Mesa Way criteria. Create and foster the environment, set the example, and course correct when needed.
  - **Proactive and Urgent** – Relentlessly identifies the critical few and prioritizes them. Expeditiously brings complete closure. Turns strategies/opportunities into actionable plans. Matches approach to the urgency/importance of the situation. Ensures that the holistic perspectives are leveraged.

**Pillar #3 – Steadily Improve**

- **Seeks a Better Way** – Models behavior of using visible metrics to measure and manage the team, outcomes, resources, and own time. Empower and coach team to solve problems. Selects the appropriate Lean tool for the problem to be solved. Drives Kaizen events as sponsor and actively contributes to cross-functional / BU initiatives. Recognizes and celebrates successes.
- **Problem Solve to Root Cause** – Effectively selects the right problems to be solved balancing immediate improvement vs. long term breakthrough / new muscle. Proactively develops and executes improvement plans to meet annual objectives. Precisely scopes and define problems. Ensures solutions balance immediate actions (go do's) and process improvements. Effectively leverage data and logic / 5 Why's to get to root cause. Does not jump to solutions. Displays rigorous A3 Thinking skills to solve most important problems. Constructs effective teams to solve problems at root cause.

- **Experiment** – Seeks and finds opportunities for improvement; generates more ideas than can be actioned. Can delineate market feedback on execution and design. Continues to learn and refine initiative throughout commercialization phase.
- **Bias for Action** – Balances fact-based decision making with learning-by-doing. Entrepreneurial. Knows when/how to cut off debate and initiate experiments to gain real world feedback. Maintains bias for action with logical framework to ensure feedback is leverageable. Not afraid to try and fail.

**Pillar #4 – Always Learn**

- **High Expectations** – Sets high expectations for team and self. Celebrates success and solves the "what" of the performance gaps vs. "who." Maintains team motivation.
- **Transparent Two-Way Communication** – Direct and honest, presents the truth transparently and with respect. Willing to admit mistakes as an opportunity for growth and improvement. Presents the unvarnished truth in a respectful and helpful manner. Promotes an environment that fosters safe and open communication without fear of retribution.
- **Passion for Teaching and Learning and Continuous Feedback** – Direct and honest, presents the truth transparently and with respect. Willing to admit mistakes as an opportunity for growth and improvement. Presents the unvarnished truth in a respectful and helpful manner. Promotes an environment that fosters safe and open communication without fear of retribution.
- **Humility and Self Awareness** – Balances their individual leadership style with Mesa norms while remaining authentic. Demonstrates humility with team. Seeks feedback from peers and team. Understands root cause of feedback. Supports others in providing honest feedback. Not afraid to stand alone and make a case, however, supports the team's decision. Mindful of impact on others. Maintains a constructive and positive atmosphere at all times.

**Physical Demands:** While performing the duties of this job, the employee is regularly required to stand or sit for extended periods of time. If reasonable, requests regarding ergonomic concerns will be considered. For individuals with disabilities, accommodations may be made to perform the essential functions. Occasional lifting is required.

**Work Environment:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This is a high volume, high energy manufacturing facility that works to meet manufacturing deadlines. An enthusiastic, positive attitude is highly encouraged and conducive to a productive successful atmosphere. Common sense judgments and problem solving is desirable. Must have the ability to handle repetitious and tedious job functions.

A typical office environment and biological laboratory environment comprise the bulk of the work environment for this position. The noise level in the work environment is moderately quiet.

**Compensation:** Salary, incentive bonuses, equity and benefits will be offered commensurate with the successful candidate's experience and qualifications. Benefits include medical, dental, vision, life, accidental death and dismemberment, Vacation Time, paid holidays, 401k retirement with company match.

**Contact:** Human Resources | [twimbish@mesalabs.com](mailto:twimbish@mesalabs.com) | 303-987-8000

**How to Apply:** Submit current resume/CV to [twimbish@mesalabs.com](mailto:twimbish@mesalabs.com). Include the position title in the subject line.

Screening of resumes will begin **IMMEDIATELY** and continue until the position is filled.

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