Bia Analytical

CANDIDATE BRIEF

Technical Director

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Bia Analytical

Role Summary

Role: Technical Director

Company: Bia Analytical Ltd

Location: UK

Reporting to: Chief Technical Officer

Hours: Full-time, 37.5 hours per week, Hybrid

Experience Level: 10+ years

Opportunity

We are seeking a highly experienced Technical Director with over 7 years of industry experience, specifically within a dynamic start-up and scale-up environment. The ideal candidate will be responsible for day-to-day leadership of the technical aspect of the business working closely with stakeholders, including sales, scientists and the CTO, to understand customer requirements and help steer the product roadmap. They will be adept at troubleshooting, quickly prototyping solutions, researching and applying new technologies, and collaborating with peers to build exciting and scalable capabilities.

This role is ideal for a hands-on technical leader who is passionate about solving complex problems and driving innovation in a fast-paced environment.

Key Responsibilities:

- Technical Leadership & Team Management:
    - Lead and mentor a small team of engineers, fostering a collaborative and high-performing environment.
    - Review the team and identify opportunities for growth, helping to define the structure of the team and ensuring that the company has all of the skills it requires to successfully deliver on it's commitments.
    - Plan, prioritize, and delegate work to ensure successful delivery of product features and solutions.
    - Ensure high-quality engineering practices are implemented, including code reviews, testing, and continuous integration.
- **Customer Collaboration & Requirement Gathering:**
    - Work closely with Sales, Product, and customers to understand their technical requirements and pain points.
    - Translate customer needs into actionable product features and technical solutions.
    - Initially serve as the technical liaison for customers to provide support and troubleshoot complex issues.
- **Rapid Prototyping & Problem Solving:**
    - Prototype new solutions quickly to validate ideas, test feasibility, and demonstrate concepts.

- o Be a hands-on engineer, involved in coding, troubleshooting, and debugging as needed.
- o Use critical thinking to solve complex problems in a fast-paced and evolving environment.
- **Innovation & Research:**
  - o Stay up-to-date with the latest technologies and industry trends, conducting research to evaluate new tools and methodologies.
  - o Translate new technologies and innovations into practical solutions that improve the product and performance.
- **Product Roadmap & Strategy Development:**
  - o Collaborate with the CTO to define and execute the long-term technical strategy and product roadmap.
  - o Provide technical insights that help drive product direction and ensure alignment with customer needs and market trends.
  - o Participate in technical discussions and decision-making to ensure that the team is focused on the right priorities.
- **Collaboration & Communication:**
  - o Work closely with leadership to ensure engineering solutions align with business goals and customer expectations.
  - o Communicate technical details and project status to non-technical stakeholders in a clear and concise manner.
  - o Ensure that cross-functional teams work together efficiently to bring innovative products to market.

Essential Skills

- **Experience:**
  - o 10+ years of engineering experience, with significant experience working in fast-paced, start-up and scale-up environments.
  - o Proven leadership experience, managing and mentoring small teams of engineers.
  - o Experience in developing customer-facing products and working directly with customers to gather requirements.
- **Technical Expertise:**
  - o Proficiency in prototyping, coding, and solving complex technical challenges.
  - o Strong troubleshooting skills and ability to resolve critical issues efficiently.
  - o Hands-on experience with modern programming languages and frameworks (e.g., JavaScript, Python, C#, React, etc.).
  - o Experience with cloud-based architectures (e.g., AWS, Azure, Google Cloud).
- **Research & Innovation:**

- - Ability to research new technologies, rapidly assess their potential, and integrate them into the product roadmap.
    - Passion for continuous learning and innovation to keep the company on the cutting edge of technology.
  - **Communication & Collaboration:**
    - Excellent communication skills, both written and verbal, with the ability to convey technical information to non-technical stakeholders.
    - Proven ability to collaborate with cross-functional teams and work directly with customers.
  - **Business Acumen:**
    - Ability to understand business goals and translate them into technical solutions that drive customer value.
    - Experience working closely with Sales and Product teams to ensure the product aligns with customer needs.
  - **Adaptability & Problem Solving:**
    - Comfortable working in a fast-paced start-up environment where flexibility, problem-solving, and innovation are key.
    - Ability to adapt quickly to changing priorities and solve problems efficiently under pressure.

Desirable experience

- Familiarity with Agile methodologies and sprint planning.
- Experience with UI/UX design principles and the ability to provide input on user-facing features.

Why Bia Analytical?

At Bia Analytical, we're not just pioneering scientific breakthroughs but transforming how the world thinks about food authenticity. Join our team of visionary innovators and play a pivotal role in shaping the future of food quality and safety. With a dynamic work environment, competitive compensation, and ample opportunities for professional growth, Bia Analytical offers an exciting career path for a web developer ready to take the next step in their career

Contact Information

Applications including CVs to:

Lauren Fleming c/o
Email: recruitment@bia-analytical.com

About Bia Analytical Ltd

Bia Analytical is a leading UK food authentication solution provider in Belfast, Northern Ireland. Our facilities are housed within the Institute for Global Food Security (IGFS) at Queen's University Belfast (QUB). We have developed industry-leading, cutting-edge food adulteration testing methods that can help protect the entire food supply chain against food fraud and offer reassurance that food products have been tested with the best detection methods possible. We provide portable and cloud-based solutions to make our world-leading science available to the broadest market. We aim to ensure food integrity across global supply chains and to be the future of food quality, authenticity, and safety analysis.

 The business, led by Non-Executive Chairman Dr Clive Black, spun out of the Institute for Global Food Security in April 2020 and has spent the last three years refining and developing its products. The business has just raised £1.2m to kick-start its commercial sales and the continued development of its product offerings.

  The company enjoys an excellent reputation for its responsive, consultative sales approach. As an innovative, focused, customer-driven company, we believe our people set us apart and propel us forward.

Bia Analytical Highlights

- Highly experienced founding team of scientists – pre-eminent in their field.
- Science led by Prof. Chris Elliott, who chaired the Horse Meat scandal enquiry for the UK Government in 2013.
- Highly experienced Board with a strong contact base across the food, drink, and non-food industries.
- Diverse investor base with leading institutional and high net-worth private investors.
- Cutting-edge science that is leading the way in tackling global food fraud.
- New product pipeline of new scientific research led by the highly regarded IGFS and QUB institutions.
- Attractive category characteristics, with high levels of growth seen in the area of food fraud testing.

For further information, visit:
http://www.bia-analytical.com