



**Job Title:** Product Development Scientist (R&D)

**Job location:** Xampla HQ, Cambridge Science Park (on-site)

## **Introduction to Xampla**

Xampla is a groundbreaking materials technology company unlocking the power of natural plant polymers for a range of industries and applications, from plastic-free alternatives in packaging to high-performance encapsulation.

Stemmed from 15 years of research at the University of Cambridge, Xampla is the UK's first university spin-out to be awarded B Corp status, highlighting our care for people and planet. Our team of global experts are committed to making the world a better place with cutting-edge scientific and industry knowledge.

Inspired by nature, powered by innovation, and led by world-class science, Xampla is scaling the next generation of materials to revolutionise the way we all live.

## **Our Culture**

The Xampla team is a vibrant network of great innovators, sustainability enthusiasts, passionate professionals, and forward-thinkers. Our diverse and inclusive environment helps the team to grow, learn, and truly make a difference to our world. United together, our team of global experts is committed to bringing our cutting-edge technology to market and revolutionising the way we all live.

## **Our Values**

### **Xampla Invents**

Innovation is at our core, and high quality research is in our roots. We approach every task and challenge with an entrepreneurial spirit. We relentlessly question the status quo and seek to better what has gone before. We see failure as the foundation of invention and the catalyst to success.

### **Xampla Collaborates**

We work together as a team and with our partners to get results and change the world. We innovate together in a culture of support, never of blame. We ask 'how can I help' not 'why isn't this done?' We recognise our differing strengths and know that none of us is as good as all of us.

### **Xampla Excels**

We hold ourselves and each other to high standards, striving for excellence in all that we do. We are ambitious for the company and for our customers, delivering beyond expectations today and thinking big about tomorrow.

### **Xampla Cares**

We care about each other and our planet. We value all our colleagues for their diversity of backgrounds, experience and perspectives. We regard individual health and wellbeing as the foundation of our collective success.

## The Role

The company is seeking a Product Development Scientist to join the team, with the role of:

- Primarily conceiving & developing products for the packaging industry by formulating resin systems to give desired performance as a coating for fibre based products (e.g. paper and paperboard). By optimising, for example:
  - Barrier properties, mechanical properties, shelf-life, cost
- Developing concepts and ideas into robust Xampla products compatible with upstream/downstream processing and market expectations
- Planning, designing and executing R&D projects with the support of the senior team
- Leveraging understanding of Xampla technology and materials science concepts to design high performance, real-world products
- Using materials science/chemistry knowledge and knowhow to support other technical projects within the wider R&D group
- Confidently reporting results back to the Product Development/R&D team, wider Xampla stakeholders and occasionally external partners/customers
- Designing and undertaking experiments. Collecting, organising and analysing experimental data. Ensuring proper documentation and traceability using internal systems
- Working collaboratively with Applications and Business Development teams to understand the needs of product design
- Working collaboratively with the Process Development Team to align product properties with scale-up capabilities & downstream processing, identifying areas for optimisation
- Assisting the Lab Manager in keeping the Lab in a safe and efficient order, including writing documents such as procedure, risk assessments etc. with basic equipment maintenance performed where appropriate
- Occasionally supporting ad hoc activities within the wider R&D group

## The Team

The Product Development team, part of the wider R&D group, bridges the gap between Research & Innovation and the Applications and Business Development teams.

The team works on a variety of applications with a particular focus of this role being on the development and application of Xampla's proprietary plant-based coating technology for the packaging industry.

## Candidate Experience

The company is seeking candidates with:

- A Master's degree in a discipline relating to Material Science, Chemistry or packaging (or equivalent in skills and experience)
- Relevant experience of developing products for industrial applications, preferably within the coatings industry
- Familiarity with paper technology, coatings technology, heat sealing, barrier testing (desired but not essential)

- Experience in a lab setting (must have) with proven capacity to plan and execute experiments safely and maintain a clean and tidy space in the lab
- Ability to undertake multiple projects simultaneously to deliver against tight deadlines and to contribute both as part of a team and individually.
- A proven track-record of following procedures, documenting experiments, notetaking and report writing
- Ability to present data to technical and non-technical audiences
- Strong interest in sustainability, plant-based materials and other plastic-free technologies
- A taste for applied R&D and commercial products
- An enthusiasm for Xampla's mission of addressing plastic pollution, and an interest in sustainability
- The right fit for a small, science-led, innovative team and a high level of autonomy, creativity and independence
- An individual with a can-do attitude who thrives in a fast-paced environment
- Self-starter who is proactive and takes the initiative

## Benefits

At Xampla, we care about the planet and our people, that's why we offer a comprehensive compensation package with a range of benefits designed to support your wellbeing, development and work-life balance, including:

- £38,000 per annum
- 25 days annual leave plus bank holidays (UK)
- Buy and sell holiday scheme
- EMI options
- Private medical insurance including dental and optical
- Salary sacrifice pension (5% employer and 5% employee minimum contribution)
- 4 x salary life assurance
- Employee Assistance Programme with dedicated counselling services
- Wellbeing and social events calendar
- Cycle to work scheme

Are you looking for a career that has an impact on the world? We're always looking for new talent to help us achieve our goals, so if innovation and drive is part of your DNA too, join our ambitious team.

As an equal opportunities employer, Xampla is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply to join our team.

We commit to making reasonable adjustments to ensure disabled applicants are not disadvantaged in the recruitment process and are happy to discuss any adjustments that may be required to enable applicants to demonstrate their skills and experience. Please contact Faye Haddadi, Head of HR on [faye@xampla.com](mailto:faye@xampla.com) to discuss your individual needs, or indicate your needs in your application.