

Role Profile

Role: Senior Leather Technologist (Wet Processes)

Reporting to: Product Development Manager

Location: Bridge of Weir

Scottish Leather Group

At Scottish Leather Group, we produce the world's lowest carbon leather due to our passion for leading sustainable manufacturing practices, continuous innovation, and outstanding services

Our People

At Scottish Leather Group, we make it personal. We recognise that the uniqueness of everyone who works for us, contributes to our success and resilience. We believe in equality, diversity, and inclusion and welcome individuals from all backgrounds to consider a rewarding career with us. By joining us you will be embarking on an exciting career, where we will help you achieve your professional goals and encourage you to reach your full potential.

Our Values

Scottish Leather Group desires to establish the highest industry standards for quality, innovation, value, service, and care for the environment whilst upholding our Company values: promises kept; creativity at heart; excellence as standard.

Our Portfolio

We are the largest leather manufacturer in the United Kingdom and employ over 700 employees globally! Our specialist leathers are produced for a wide range of industries, including automotive, aviation, bus & coach, rail, furniture, and custom projects. We partner with hundreds of prestigious brands in more than 60 countries. Our customers include the likes of Aston Martin, Jaguar Land Rover, Polestar, Lucid, Emirates Airlines, Boeing, and Philips.



Role purpose

Being part of the overall technical team, as a senior leather technician/technologist for wet processes you will play a key role in the development of new products/processes and chemistry for strategic targets, meeting time and price expectations and exceeding customer expectations. You will display a safety first, "best in class" technical expertise, engaging with cross functional teams, helping with an environment that supports the exploration of continuous improvement that ensures we meet our manufacturing and sustainability ambitions.

Coupled with supporting a strong people first technical culture, success will require close collaboration with Innovations team, Operations, Sales, Account Management and Commercial Teams. You will use your experience to assist and grow less experienced team members as part of their development. You will also assist in providing when and where necessary technical expertise to support the pursuit of innovative and profitable new business.

Key accountabilities

- Ensure that you operate in accordance with all health, safety and environmental policies and procedures to ensure the safety and wellbeing of staff and visitors.
- Ensure new products meet full specifications and can be produced to a consistent quality before assisting with implementation/operations teams for full scale production.
- Deliver all projects at the agreed time scales to the correct standard.
- With guidance of the product development manager, and following company customer target strategy, develop platform of products required to gain appropriate approvals, consistent and ready for transfer into operations environment.
- Coupled with and in conjunction with operational departments, seek opportunities through clearly outlined projects to improve production capabilities which improve value and efficiency of product.
- When appropriate, partner with appropriate teams on new product introduction, ensuring knowledge and process transfer is achieved during product development handover and launch.
- Support and provide technical and leather knowledge to support various areas within the company as and when required.
- Anticipate, identify and resolve technical issues that pose a risk to safety, quality, value, performance or profit.
- Support the greater product development team, commercial, sales and account management teams with customer interactions during sales cycles prior and post launch.
- Be part of the strategic plan process and deliver on the longer-term product development goals.
- Complete all required reporting within established timeframe, present information in a concise manner.
- Interaction and involvement in operational excellence activities and problem-solving teams.
- Management and development of relevant processing routes, including all software systems.
- Flexibility to travel in the UK and abroad between manufacturing, customer and supplier sites when required.

Key Skills, Experience and Qualifications

- Appropriate leather qualification, preferably degree level or above.
- Minimum of 10 years' experience working within product development and or other related technical disciplines ideally within the automotive and aviation sectors.
- Excellent all-round technical knowledge, however key skill requirement in wet end, equipment and process requirements.
- Proven track record of taking lead in technical projects and delivering against stipulated time scales to the correct quality required.
- Ability to formulate wet end recipes.
- Good communicator at all levels, both written and verbal.
- Has strong relationships with suppliers, internal departments and customers.
- Knowledge of health, safety, and environmental requirements.
- Program and project management skills.

Key Competencies Required

- Being an exemplary role model and taking the lead in promoting and living company values
- Invests in Personal Development
- Is self-aware and authentic
- Is open to feedback
- Develops, empowers and motivates teams and individuals
- Drives employee engagement
- Translate strategy, creating a positive vision
- Drives for results
- Delivers against targets in a way which is fast, agile and in line with our company values
- Communicating
- Uses effective influencing and persuading strategies
- Clear, concise, consistent and relevant for individual situations. Understands, manages, and clarifies expectations
- Engage with key stakeholders prior to an important presentation/meeting to enlist their support

Key relationships

- Product development manager
- Operational supervisory teams
- Innovation and Sustainability Manager/Director
- Technical and Innovation teams
- Operations Manager/Director
- Sales & Account management teams

Company Benefits

- Company sick pay
- Enhanced annual leave entitlement (increases with length of service)
- Health and wellbeing programme

- Employee Assistance Programme – including access to a private GP service and much more
- Life assurance
- Cycle to work scheme and Electric Vehicle schemes
- Employee coaching programme
- Additional training and development opportunities
- Free on-site parking
- Access to a range of store discounts