

Job Description

Role	Associate Principal Scientist / Principal Scientist
Location	Alderley Park, Cheshire, England
Job Type	Permanent
Salary	Competitive (Salary based on experience)
Holidays	Dependent on Grade
Date posted	01October2026
Start date	ASAP
The Company Sai Life Sciences is the fastest growing Indian Contract Research & Development and Manufacturing Organisation (CRDMO). It works with innovator biotech and pharmaceutical companies globally to accelerate their discovery, development and commercialisation of small molecules for a healthier tomorrow. With more than 3000 staff globally, R&D facilities in Boston, Manchester & Hyderabad, and large-scale commercial manufacturing in Bidar, India, Sai today works with 18 of the top 25 pharma companies globally, as well as many leading smaller biotech companies. In 2020, the company opened its center of excellence for process chemistry and analytical development at the Alderley Park Science Park in Manchester. The site today has >60 multi-disciplinary scientists (chemists, analysts and engineers). On December 18, 2024, Sai Life Sciences was listed in the Indian Stock Exchange (Ticker: SAILIFE) following an IPO that was oversubscribed by >10 times. Non-GMP manufacture of kg quantities of intermediates and APIs is currently possible within our bespoke Scaleup laboratory facility and a GMP Kilo-lab facility was brought online in 2023 capable of kg quantities of GMP API suitable for early phase clinical studies. Developed processes are frequently transferred to Sai's manufacturing sites in India for further scale-up when required. This is an exciting opportunity to lead analytical projects across a varied portfolio, working with UK and India colleagues and innovative biotech and pharmaceutical partners to support the development of new medicines. The role is based at Alderley Park, Cheshire, UK. Applicants will need the right to work in the UK. Occasional travel, including to India, may be available depending on project needs.	

The Role

- Lead analytical strategy and delivery for small molecule API development programmes from discovery through late-stage development.
- Provide scientific and project leadership on complex, multidisciplinary projects, partnering closely with Process Chemistry and other key stakeholders.
- Combine hands-on analytical laboratory work with leadership of method development, validation and transfer activities, across non-GMP, GLP and GMP environments, across a variety of analytical techniques.
- Mentor and develop analytical scientists, fostering technical excellence, capability growth and a high-performing analytical culture
- Champion innovation, continuous improvement and best practice to enhance analytical quality, safety, efficiency and regulatory compliance.
- Provide expert oversight of analytical instrumentation and laboratory operations, ensuring reliable performance and effective utilisation.

Essential Requirements

- A higher degree or bachelor's degree in chemistry, analytical chemistry or a related scientific discipline.
- Extensive pharmaceutical industry experience with a strong track record in analytical sciences and drug development
- A strong background in analytical chemistry, including hands-on expertise in LC/GC and experience with methods used to characterise APIs, intermediates and raw materials.
- Experience with additional analytical techniques for identity or form determination, such as NMR, MS, IR or XRD.
- A strong scientific track record, with the ability to apply technical knowledge to project challenges.
- Experience providing both technical leadership and day-to-day management of analytical project activities, ensuring effective delivery through self and others
- Knowledge of regulatory expectations for the development and validation of LC/GC methods, including content analysis, impurity and degradation product separation, and trace-level analysis.
- Experience leading quality and compliance activities, including OOS/OOT investigations, deviations, CAPAs, change controls and continuous improvement initiatives

Desirable Requirements

- Experience of application and implementation of GMP quality standards.
- Demonstrated analytical expertise supporting early, mid or late-phase route and process development of APIs, intermediates and raw materials.
- Experience in contracting analytical testing with third parties and leading communications with customers.
- Experience in line management, coaching and development of scientific personnel.

Key Roles and Responsibilities

- Lead development, troubleshooting and validation of analytical methods associated with project delivery.
- Design, plan and deliver analytical work to agreed project timelines, utilising project teams where appropriate.
- Work effectively within cross-functional project teams, often in a fast-paced environment.
- Application of GMP quality standards where required.
- Lead analytical activities for projects at Alderley Park and in collaboration with analysts in India during technology transfers.
- Guide and support analysts in planning, supervising and delivering analytical work to meet project milestones.
- Develop and mentor analytical scientists, promoting technical excellence, continuous improvement and knowledge sharing.
- Communicate strategy, data/results and conclusions clearly to clients and project stakeholders.

Key attributes

- Strong scientific and technical leadership in pharmaceutical analytical development.
- Excellent problem-solving skills and sound scientific judgement.
- Proven ability to balance hands-on analytical work with project and team leadership.
- Strong communication and stakeholder management skills.
- Collaborative and supportive leadership style, with a passion for developing others.
- Adaptable and innovative, with a willingness to embrace new technologies and approaches.
- Proficient in analytical software and data systems, such as Empower, UNIFI and LIMS.

The Offer

- A competitive salary and benefits package, including company pension, health and life insurance and enhanced family leave.
- The chance to work in a state-of-the-art facility on one of the UK's leading biotech and life science parks.
- Flexible working hours and conditions, where possible, to support the right candidate.

Next steps

Ready to take the next step? We'd love to hear from you. Please send your CV and cover letter to UKrecruitment@sailife.com.

Sai Life Sciences is an Equal Opportunities employer. We welcome applications from suitably qualified people and are committed to an inclusive recruitment process.

Please note that Sai Life Sciences Ltd is currently unable to sponsor visas for this role.