
R&D Scientist

MiAlgae applies leading advances in science and technology to improve food security and reduce the impact of humanity on the planet.

Company Profile

Founded in 2016, MiAlgae leverages cutting-edge science and technology to tackle global food security and environmental challenges. Our breakthrough innovation lies in eliminating the need for wild-caught fish as a source of Omega 3, by harnessing microalgae, a sustainable and potent alternative.

Our production process recycles by-products from the food and drink industry to grow Omega 3 rich microalgae, returning clean water in the process and supporting a truly circular economy.

We are proud to be a diverse, family-friendly and inclusive employer, committed to equity and belonging in everything we do. We welcome applications from all backgrounds and are open to discussing flexible working arrangements that suit both you and the role.

The Opportunity

Working as part of the R&D team and reporting to a Principal Scientist, this position will take ownership of strain screening and development workflows. You will identify, characterise and optimise microbial strains to develop candidates for bioprocess development and scale-up to commercial production.

Blending high-throughput growth and characterisation with targeted metabolic studies to build a deeper understanding of strain performance, you will play a central role in advancing our strain development pipeline from proof-of-concept to process-ready performance.

Key Responsibilities

- Identify microbial species for testing as production platforms for high-value compounds for food and feed applications.
- Develop scalable strain development workflows and infrastructure, including screening strategies, data management approaches and experimental pipelines to increase strain improvement throughput and learning rate over time.
- Select and apply the most appropriate strain improvement approach based on target trait, industrial scalability and stability, available biological knowledge and commercial constraints.
- Conduct detailed phenotypic characterisation of candidate strains using analytical techniques including Gas Chromatography.
- Collaborate with Fermentation and Bioprocess development teams to evaluate performance of promising strains at pilot and commercial scales.
- Maintain detailed, accurate documentation to enable tracking of decision making and strain lineage.
- Communicate complex scientific data clearly to a broad audience, adjusting detail as needed and highlighting key takeaways

About You - Experience & Qualities

We don't expect candidates to meet every requirement listed — if you're excited about this role and have most of the experience we're looking for, we'd love to hear from you.

Essential Experience

- ~5 years of relevant experience.
- Educated to MSc. or PhD level in bioprocessing, molecular biology, engineering biology or related disciplines or equivalent industrial experience.
- Use of high-throughput growth and analytical methods to characterise strain growth and product formation.
- Experience designing selective or adaptive screening strategies to enrich for desired phenotypes under industrially relevant conditions.
- Excellent communication and collaboration skills, with proven experience of working in a cross-functional team.
- Ability to design statistically sound experiments and analyse complex datasets rigorously to facilitate data-driven decision making.

Desirable

- Experience working with multiple microbial hosts, covering two of yeast, bacteria and microalgae.
- Establishment and use of growth kinetics to characterise strain growth
- Use of omics techniques to understand strain performance.
- Experience actively challenging and influencing projects and teams to drive results.
- Experience with robotic liquid handling platforms or other laboratory automation.

Details

Location: Edinburgh, UK

Employment type: Full-time

What We Offer

- **Competitive Compensation:** A market-aligned salary (as noted). We reward high performance and business impact.
- **Holidays:** 32 days holiday per year (including bank holidays) to recharge and refresh, plus flexible working arrangements to support work-life balance. Additional annual leave per complete year of service – up to 5 additional days. Our holiday purchase scheme offers even more flexibility, allowing you to buy extra days when you need them.
- **Pension & Benefits:** 5% company pension contribution. We also offer a Cycle to Work and Electric Car salary sacrifice schemes. Free on-site parking is available for all employees.
- **Wellness Perks:** 50% company contribution to gym membership to support your health and wellbeing - terms apply. You'll also enjoy regular social events and team activities - because at MiAlgae, it's all about the folk and celebrating our successes together.
- **Growth & Development:** Join a high-growth, purpose-driven business where you can shape your own career path. We offer professional development support and opportunities to collaborate cross-functionally, helping you deliver results and make an impact.
- **Mission & Impact:** Be part of a pioneering biotech company delivering innovation with purpose - reducing reliance on wild-caught fish, supporting the circular economy, and driving a more sustainable pet food industry. Your work will directly contribute to creating a healthier planet.

Ready to Apply? If you're excited by the opportunity to help shape a more sustainable future, we'd love to hear from you.

Please send your CV and a cover letter explaining your interest to careers@mialgae.com.

Grangemouth Job Prioritisation Scheme (GJPS). If you wish to be considered under the Grangemouth Job Prioritisation Scheme, please indicate this when applying.

How to apply

Please provide your CV, cover letter explaining your interest to:
careers@mialgae.com