Codie Freeman

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Professional Summary

GMP-trained Analytical Chemist and Pharmaceutical Chemistry student with experience across solid-state and advanced analytical techniques. Skilled in generating high-quality datasets, maintaining ALCOA++ data integrity and supporting regulated workflows, complemented by prior management experience in a compliance-driven environment. Strong communication, teamwork, problem-solving and organisational skills demonstrated across scientific and leadership roles.

Education

BSc (Hons) Pharmaceutical Chemistry, University of Reading (Predicted: 2:1) *Sep 2021 – Jun 2027*
including foundation year, industrial placement and approved interruption of study

- **Key modules:** Pharmaceutical Chemistry, Further Organic Chemistry, Further Physical Chemistry, Python, AI and Machine Learning for Chemical Sciences.

Technical Skills

Analytical & Separation: HPLC-MS, GC, NMR (^{1}H & ^{13}C), FTIR, TLC.

Solid-State Methods: iGC-SEA, DVS, PXRD, DSC, TGA, SEM, Light Microscopy.

Quality & Compliance: GMP, ALCOA++, CAPA Processes, SOPs, COSHH, Risk Assessment, Data Integrity.

Computational & Data Analysis: Python (Pandas, NumPy, Matplotlib, Jupyter), Git/GitHub.

Work Experience

Student Scientist, Resolian – Sandwich, Kent *Aug 2025 – Aug 2026*

- **Method Development:** Designed an iGC-SEA flow-rate case study demonstrating up to a 50% reduction in run time for larger probes, evidencing capability for varied-flow-rate method development.
- **Solid-State Characterisation:** Applied PXRD, DSC, DVS, TGA, SEM and light microscopy across sponsor projects to support material understanding and sample assessment.
- **Process Improvement:** Streamlined light microscopy workflows by replacing a four-step manual composition process with a single composite-image tool, improving consistency and presentation quality.
- **Technical Training & Communication:** Created microscopy training resources and delivered a session to three analysts, with materials shared across the wider laboratory team to support consistent practice.
- **Data Integrity & Documentation:** Maintained accurate laboratory notebooks, ADFs and audit trails across R&D and GMP projects, contributing to multiple sponsor reports and ensuring full traceability.
- **Cross-Project Collaboration:** Worked across analytical and solid-state techniques depending on project scope, adapting to varied timelines and requirements in a fast-paced CRO environment.

Shift Manager, JD Wetherspoon – Reading, Berkshire *Jan 2022 – Jun 2025*

- **Team Leadership:** Managed up to 20 staff per shift within a 90+ person team, hiring staff and onboarding 10+ team members including new team leaders.
- **Operational Performance & Problem-Solving:** Improved internal audit scores by 15%, contributing to the site's first all-green audit bonus in 10 years across cleanliness, stock, cash and people.
- **Regulatory Coordination:** Acted as the personal licence holder on shift, ensuring full compliance with licensing laws and leading a regulatory inspection that achieved a 5/5 rating.
- **Employee Engagement Initiative:** Designed and distributed an employee satisfaction questionnaire, achieving an 80% response rate. Analysed results and produced visual summaries, leading to an Employee of the Month scheme and operational improvements informed by staff feedback.
- **Training, Coaching & Development:** Delivered structured training to new starters and junior managers, improving consistency and performance across shifts.

Projects

Surface Energy of Sucrose at Modified Particle Sizes *Jan 2026 – Present*

- Investigated the effect of particle size modification on the surface energy of sucrose using inverse gas chromatography (iGC). Utilised SEM to assess particle morphology and link physical changes to measured surface energetics, applying analytical and critical-thinking skills.

IGC-SEA Toolkit (Work in Progress) *Jan 2026 – Present*

- Developing a lightweight, reproducible Python toolkit for parsing, analysing and visualising IGC surface energy data. Early prototypes developed in Jupyter notebooks.
- Building a parser for multi-table CSV exports and implementing transparent, reproducible surface energy calculations using Pandas, NumPy and Matplotlib.

Professional Development & Volunteering

STEM Ambassador, STEM Learning UK *Jul 2025 – Present*

- Deliver outreach through the *I'm a Scientist* programme, supporting and encouraging student engagement in chemistry and pharmaceutical sciences.
- Completed the *I'm a Scientist Academy* training programme (CPD accredited), developing skills in science communication and effective public engagement.

Professional Engagement

- Member of the Royal Society of Chemistry (RSC) including the interest groups, Chemical Information and Computer Applications Group and Joint Pharmaceutical Analysis Group (JPAG)
- Completed the University of Reading *RED Award*, demonstrating commitment to structured professional development and employability skills.
- Engage in continuous professional development through webinars, workshops and scientific events, including the JPAG Research and Careers Fair.