



# PYROWAVE

## THE HUMANIST CHEMIST

Pyrowave presents to you a series of interviews with its employees in order to better know the faces of those who are the driving force of the firm. The star of the day is **Karine Léger, Analytical Chemist** in R&D team.



**Virginie Bussières: Karine, you have been an Analytical Chemist at Pyrowave since 2020. What is your background?**

**Karine Léger :** I completed a technical degree in Analytical Chemistry at the College of Valleyfield and a B.A in Chemistry at the University of Sherbrooke. As part of my education, I did internships in several business areas, including the food processing, metal production and environmental industries. After graduating with my B.A, I worked in an animal health plant where I contributed to the development of new products and a quality management system to establish standards with our clients.

**V.B: What led you into the environmental industry and to join Pyrowave?**

**K.L:** For me, working in the environmental field is the future. I love the idea that my work would probably impact my children's and the planet's future. Recycling is a global issue, so I was interested in working in a company that addresses this issue and moreover which is developing a low-carbon technology.

**V.B: What is your job as an Analytical Chemist at Pyrowave? What do you do?**

**K.L:** My job consists in managing laboratory supplies, maintaining the equipment, and testing diverse products

like raw materials or samples from the pilot plant or R&D team. I am analyzing products quality, which means their purity and ensuring there is no contaminant that could affect the process. I try to constantly improve my testing methods. In R&D team, we all have different backgrounds, so we work together to develop better analytical methods. Pyrowave gives us the liberty to try things our own way, and it is stimulating, especially when it works. But sometimes it does not work, and we must not be discouraged. And what motivates you is that the team is always there to encourage you and help you in your process. And besides, our daily team meetings are a great moment for sharing and supporting.

**V.B: In Pyrowave's team, there is a wide diversity. According to you, what does this diversity bring to the team?**

**K.L:** I truly don't see any differences, even between men and women, because I am the only woman in R&D team. People are very respectful. I think the biggest differences are everyone's background, and it makes us work better together because we have a wealth of knowledge and experience that we share to one another. And beyond work, as we have different cultures, we discover new things every day.

**V.B: What are the main challenges you're facing every day?**

**K.L:** The main challenge is having a functional laboratory while meeting the analyses deadlines, because we are a small dynamic team in a growing company.

**V.B: You are involved in Pyrowave's social club. What motivated you to create this club?**

**K.L:** At Pyrowave, the team is divided between the pilot plant in Valleyfield and the office in Montreal. So, having a social club brings us together, enables us to get to know each other and to build relationships, which, in turn, helps us to work better together. I like to do potluck, Valentine's Day or Christmas activities. It is important to have friends at work. Pyrowave is strongly committed to its employees' well-being, for instance the company deeply supports the club's activities, notably by financing them. There is a fierce loyalty between Pyrowave and its employees.

**V.B: What have you accomplished in the last year that makes you proudest?**

**K.L:** The laboratory. Pyrowave is a startup that doubled its members in a year. When I joined the company, the laboratory was embryonic, and I managed to develop a functional working space. The second thing that makes me proud is thoroughness of the analyses. They were done appropriately before I joined but having a person responsible for maintaining the equipment and overseeing the laboratory is an asset.

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*Karine Léger, Analytical Chemist*



**V.B: How do you see the future: for you, for Pyrowave, and for society as a whole?**

**K.L:** For Pyrowave, the objective is to keep growing and to expand the technology platform to other materials. I would like to grow with Pyrowave, and to improve my management and R&D skills. For society, I wish for more recycling, and in the right way like with Pyrowave's technology, in order to not only reduce waste, but also to reduce greenhouse gas and therefore air pollution.

**V.B: Aside from your involvement in Pyrowave's social club, what are your hobbies?**

**K.L:** Aside from work, I am enrolled with the Canadian Armed Forces, and especially with the Royal Canadian Sea Cadets. The Cadet Program is a program for young Canadians aged 12 to 18 who wants to join the Sea, Army or Air Cadets. I am working with the Sea Cadets, so we teach them the military march, how to make ropes, to sail, and other stimulating activities.

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