



Job Title: Head of Antibody Discovery

Job Description:

Reports to the Sr. Director of Antibody Research and Development. Develops and establishes robust processes for the efficient discovery of therapeutic antibodies both directly and through management of scientific staff. Optimizes the potency and manufacturability of antibodies by using molecular biology and protein engineering techniques. Advances antibody discovery programs from target identification through lead selection. Active cross-functionally to design overall development strategy, maximize productivity and shorten the timeline to lead selection. Supports product candidate pipeline management through program leadership and participation in portfolio management.

Job Functions and Accountabilities:

- Formulates antibody discovery work plans that make significant impacts on the advancement of preclinical antibody programs, determining and ensuring adherence to budgets and timelines.
- Identifies and implements Ab discovery technologies and strategies; defines critical project path
- Maintains an up-to-date understanding of the antibody engineering and molecular biology literature and methodology, as well as the literature related to the specific antibody discovery projects.
- Coordinates collaborative antibody discovery with external sources as needed Leads from the bench – dedicates approximately 50% of time to lab work
- Prepares and organizes data for presentation. Presents written and oral reports to the project team, Antibody Research group, and management. Communicates research efforts to collaborators, corporate partners, and/or at scientific meetings.
- Plays a visible leadership role in the management of cross-functional antibody discovery teams, portfolio management and other research activity that contributes to drug discovery efforts.
- Collaborates with project leaders to ensure timely progress in research projects, prioritizes projects and resource utilization, and presents updates to senior management.
- Develops and contributes to company's intellectual property domain by way of patents and/or publications.
- Manages Ph.D. and/or associate-level scientists.
- Makes strategic decisions within project teams to advance programs from early phases to pre-clinical developmental phases.
- Assumes responsibility for research management activities such as departmental and organizational goal-setting, budget administration, and other administrative functions.
- Evaluates performance of individuals in functional group and on program research teams.





- Collaborates with other research managers in setting research policy, influencing the antibody discovery portfolio, and managing antibody discovery operations.

- Excellent written and verbal communication skills are required.
- Ability to prioritize and manage multiple projects and activities while meeting ambitious deadlines
- Ability to work independently; proactively addresses issues and troubleshoots problems
- Highly motivated; engages in and contributes to strategic planning
- Maintains excellent working relationships with colleagues and collaborators
- Experience with a global company a plus
- Ability to travel (up to 5 %)

- Proficient with Microsoft Office and laboratory analysis software

- Manages 4-6 professional scientific staff, in antibody discovery and the molecular interaction functions
- Demonstrated proficiency in administrative skills required for managing function.
- Demonstrated ability to manage productive functional group and cross-functional project team(s)
- Demonstrates leadership and exercises appropriate authority
- Makes decisions within the context of the larger company goals
- Mentors and develops subordinates; encourages initiative and responsibility
- Works with other managers to improve efficiency and increase operational excellence

Educational Qualifications:

Ph.D. in Molecular Biology, Biochemistry, or related life science

Experience Qualifications:

EXPERIENCE QUALIFICATIONS:

- Minimum of 4-6 years industry experience; at least 2 years of supervisory/managerial experience preferred
- Hands-on experience with antibody display platforms
- Track record of leadership in protein engineering and molecular biology programs, having advanced antibody targets to clinical candidates.
- Fluent in antibody discovery, protein engineering and molecular biology methods/best practices and applications.
- Track record of scientific accomplishment as evidenced by quality and quantity of publications and/or inventions.
- Recognized expert in therapeutic antibodies, protein engineering and molecular biology and its applications within at least one therapeutic area.

