

Probiotic-Group Luxembourg Vacancy for Chief Scientific Officer/Research Project Leader

Probiotic Group Luxembourg S.A. ("PBGL") is specialized in bio-processed probiotic products which implies biotechnology R&D, production and sales operations. The industries in which the organization is expanding efforts are the cleaning, environmental sanitation and hygiene/care industry for humans and animals with active non-pathogenic microorganisms.

The company is at an exciting moment in its history by building capacities to achieve significant, measurable, and meaningful changes for Earth, Animal or Human Health preservation through comprehensive Research and Development with the purpose of a paradigm change in the use of cleaning, sanitation and care methods.

Fifteen (15) high added value resources will be engaged to run the Research & Development project. Together with the internal R&D team, external partners such as Luxembourg Institute of Science and Technology and Luxembourg Center of Science & Biomedicine will add complementary competences (microbiology, molecular biology, bioengineering, veterinary, biotechnology, infectiology, epidemiology, etc.) to achieve high value-added R&D results immediately applicable in the Group's Sales & Marketing .

The position

Probiotic-Group Luxembourg is looking for a full time Senior Scientist/Department Head leading the large-scale and hot topic Research Project on Probiotics in external applications, in partnership with renown Luxembourgish Research Institutes

Main Responsibilities

- The CSO is responsible for leading Probiotic Group Luxembourg's (« PBGL ») scientific operations with a group of innovative and entrepreneurial collaborators, for broad deliverables including the design of probiotic/microbiotic – prebiotic – enzymatic and otherwise correlated products in the broadest sense of applications as well as all related validation procedures and contract research organization activities.
- She/he is responsible for developing and managing a world-class research team to deliver cutting-edge solutions to PBGL's clients.
She/he will build and maintain solid working relationships with key opinion leaders and investors in life sciences.
- She/he works with PBGL's CEO and COO to develop, communicate, and implement the company's scientific vision, strategic direction, and operating plans to achieve agreed upon objectives.
- She/he is expected to support key client development activities, as well as translate customer needs into specific offerings.

Key Accountabilities

The CSO has to:

- Manage the creation of an appropriate vision and long-term strategy for scientific development including strategic operating plans and budgets in the Field of Interest to be agreed by the CEO and the Scientific Advisory Board;
- Lead Research and Development initiatives to ensure PBGL becomes and remains a forefront innovator in probiotic and -omics as well as other innovative methods and technologies;
- Create and equip the company owned laboratory and hire the necessary collaborators, scientists and technicians;
- Ensure the overall management of the laboratory team, such as by building and developing a world class team, identifying technology, appropriate and satisfactory systems, capabilities, and resources to be put in place to optimize productivity and probability of success of PBGL's laboratory team and monitoring group performance in the Fields of Interest against plans and budgets;
- Establish and guide the Research Partnerships with all relevant research organization working with PBGL to optimize the implemented innovation roadmap;
- Organize, coordinate and control all scientific operations at all levels to ensure the partners, the subcontractors and the PBGL's laboratory team meet their milestones and all other objectives, as related to the Joined Research & Development Programs (project RDI...), including business development;
- Lead the IP management together with the CEO and negotiate IP-share negotiations with the research partners in case of common findings.
- Ensure UpToDate knowledge of continuous probiotic/-omics and CRO technology and timely dissemination of this knowledge to the team and senior management.
- Ensure that the integrity and profile of PBGL within the scientific community are established and maintained at a high level, consistent with the requirements of the business.
- Lead key business development activities, conversations and lasting relationships with senior client executives.
- Manage and enhance the company's visibility among potential partners notably by representing PBGL at scientific conferences, presentations, and industry and investment groups as well as by writing scientific papers or technical notes in journals;
- Represent the Company to regulatory authorities as required and giving assistance in all aspects of regulatory applications and procedures.

Key Skills, Experience and Qualifications

- PhD in Microbiology / Molecular Biology with 10/15 years of experience in the design, conductance and marketing of industrial biotechnologies or equivalent at international level.
- Experience in Multi-Omics analysis pipelines and Bioinformatics is a plus.
- Demonstrated leadership and management skills (including both direct and dotted line reporting relationships).
- Must be able to see the big picture, and connect the dots, while maintaining a sufficient focus on details
- Ability to successfully work with a collaborative, fast-paced project team in an entrepreneurial work environment.
- Excellent organizational, planning, and project management.
- Strong communication (oral and written) and interpersonal skills.
- Ability to influence, negotiate and successfully communicate with both internal and external stakeholders.
- Extensive management & leadership skills as demonstrated by the successful project management and coordination, for several years, of RDI activities

- Strong expertise in the production of biotechnological products through fermentation processes is considered as an asset
- Language skills: perfect command of English (mandatory), French and any other European languages would be an asset.

Success criteria

- Result driven, fact-based and market focused, anticipating impact of key scientific new facts and is comfortable adjusting as new information comes to light;
- Maintains focus on product development;
- Promotes collaboration and inclusion; leverages connections and interdependencies while seeking out diverse perspectives;
- Keeps current on external trends and developments, leveraging knowledge of landscape to improve PBGL's ability to make an impact;
- Provides relevant context and influences others through compelling communications and clear rationale;
- Establishes the right priorities and actionable goals, focusing activities on mission critical activities;
- Instils trust and acts with integrity, while demonstrating pro-activity.

We offer

PBGL offers the opportunity to work on a hot topic project positively impacting global health, in a stimulating environment that values personal respect and professional achievements, thanks to the collaboration with high level experts, internally and from the Research Institutes.

Life Sciences is a priority for Luxembourg, which offers a dynamic, multicultural and international working setting under favorable financial and social conditions.

The remuneration for this position shall be based on qualification and experience.

Applications including a cover letter and a full curriculum vitae should be sent before June 15th, 2019 at the following email address: jobs@probiotic-group.com.