

RIC group – TEAM LEAD - BIO-ASSAYS

WHAT YOU WILL BE DOING?

As a Protein expert, people coach & science captain, you will guide a team of talented scientists through robust assays and interpreting complex data. You will be at the crossroads of biology, analytics and leadership. And occasionally at the crossroads of “the assay should work” and “why is the biology doing this today?”

YOUR LEADERSHIP RESPONSIBILITIES

- You **coach, support** and **inspire** a team of scientists and project leaders.
- You create an environment where people can learn, grow and excel. Whether that means discussing career development, assay troubleshooting or simply helping someone survive a Monday morning...
- You interact with your team to ensure proper project **planning** and **execution**
- You set clear expectations, **provide constructive feedback** and celebrate achievements.
- You **monitor team workload**, project progress and overall team performance.
- You collaborate closely with fellow Team Leads and management to achieve common goals.
- You continuously look for opportunities to improve workflows, processes and technical capabilities.

YOUR SCIENTIFIC RESPONSIBILITIES

- You oversee projects involving **ligand-binding assays, cell-based assays and protein interaction studies**.
- You guide and support your team in development, optimization, qualification and troubleshooting of bio-assays.
- You design experimental strategies, review scientific results and ensure scientific quality and consistency.
- You contribute your expertise in techniques such as **ELISA, SPR and cell-based potency assays**.
- You **take ownership** of scientifically challenging projects and help find practical solutions to complex analytical questions.
- You **ensure reporting meets the high standards** expected by both our clients and our organization.

YOUR CUSTOMER & BUSINESS RESPONSIBILITIES

- You **scope** new projects together with the customer and the commercial team.
- You **lead, design** and **plan** experiments, **process** data, capture findings in **reports** and **communicate** with customers.
- You **oversee** the execution and interpretation of all activities within the bio-assays team.
- You handle **complex** and **scientifically challenging projects** for our **industrial** (e.g. biotech and pharma) **partners**.

- You align with management and commercial team on **strategic choices**.
- You provide regular updates to customers on project progress and way forward.
- You report to the Group Lead.

THIS IS YOU

- **#yeswecan #winningteam #assaydetective #trustbutverify #teammotivator**
- You have a broad knowledge of the different aspects of **biopharmaceutical product development** of protein therapeutics (mAbs, antibody fragments, bispecifics, ADCs, fusion proteins, enzymes) from early to late stage activities.
- You possess in-depth scientific understanding of **ligand-binding assays, cell-based assays, and protein interaction studies**.
- You hold expertise in **ELISA, SPR and cell-based assays, potency assessment, binding evaluation, and characterization**.
- When assay results look unexpected, your first reaction is curiosity rather than panic
- You are experienced in **bio-assay method development**, optimization, qualification and troubleshooting.
- You have a strong understanding of **assay design, data interpretation and statistical evaluation**.
- And yes, sometimes we get genuinely excited about a beautifully behaving assay
- You have strong **coaching and mentoring skills**, with a passion for people development
- You possess the ability to **inspire, motivate and engage team members**
- You can motivate a team while maintaining focus on quality, timelines and objectives
- You demonstrate **experience in performance management** and providing constructive feedback
- **You collaborate with other team leads and project teams** to ensure deadlines are met
- Don't worry about being the biggest science nerd in the building. Competition is fierce around here
- You are a strong communicator with excellent **English speaking, writing, reporting & reviewing skills**
- You have a critical mindset and good sense for initiative and **attention to quality and detail**
- You combine scientific expertise with strong **coordination and organization** skills
- You are comfortable **interacting with customers** (discussing requests, negotiating scope, presenting results)
- You have a Ph.D. or Master's degree in pharmaceutical sciences, biochemistry, biotechnology, bio-engineering, chemistry, or equivalent qualification due to experience
- You bring at least 5 to 8 years of relevant experience in the field

WHAT WE BRING TO THE TABLE

- You will be part of a **privately-owned and ambitious organization** at the forefront of scientific evolutions.
- You will work together with **passionate colleagues** in a highly scientific and international environment.
- You will help shape the future of a growing bio-assays team.
- You will have opportunities to further develop both your scientific and leadership skills.
- You will join a **dynamic team** in an international environment
- You will receive an **attractive salary package** in line with your experience and responsibilities.

DO YOU HAVE WHAT IT TAKES? APPLY NOW!

Send your CV and motivational letter via our website. Your application will be considered quickly and confidentially. Our Privacy Policy is compliant with Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of these data ("GDPR"). More information can be found at <https://RIC-biologics.com/privacy-statement>.

<https://ric-group.com/>