

RIC group – TEAM LEAD - PROTEIN CHEMISTRY

WHAT WILL YOU BE DOING?

As a Protein expert, people coach & science captain, you will guide a team of talented scientists through formulation studies, stability assessments and the occasional scientific mystery that refuses to behave according to theory

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.
- 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 related to **protein formulation development, stability studies, compatibility studies, forced degradation studies, protein labelling and purification**.
- You guide and support your team in the execution and interpretation of experiments and solving **complex scientific questions**.
- You design experimental strategies, review data and ensure scientific quality across projects.
- You contribute your expertise in biophysical characterization techniques such as DLS, fluorescence techniques, microflow imaging, light obscuration, osmometry and viscometry.
- 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.
- You will occasionally be debating protein behaviour more passionately than some people discuss football...

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 protein chemistry 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 #proteinlover #sciencecaptain #teammotivator**
- You have a broad knowledge of the different aspects of **drug 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 **protein formulation screening and optimization**, including buffer selection based on solubility (PEG), T_m, Tagg and short-term stability studies
- You hold expertise in **biophysical characterization techniques** such as dynamic light scattering (DLS), fluorescence, light obscuration, microflow imaging, osmometry and viscometry
- You are experienced in tailoring and managing **stability, compatibility, and forced degradation studies** to evaluate protein integrity and degradation pathways
- You have hands-on experience with **protein labelling, purification, and sample preparation techniques**
- When deadlines become challenging, experiments become stubborn and instruments decide to have a personality, you remain the calm one in the room
- 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 are dedicated to achieving project goals **within scope, time and budget**
- 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 protein chemistry 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/>