

Job description

Technical Manager

Based at: Fixed Phage Glasgow

Reporting to: Chief Executive Officer

Overview and background

As antibiotic resistance and a focus on reducing the use of chemicals across food production, animal and human health and wellbeing become of utmost important to government, industries and consumers, the massive potential for applied bacteriophage technology to provide comprehensive solutions is becoming increasingly recognised.

Fixed Phage leverages expert knowledge and proprietary platforms to uniquely enable bacteriophage immobilisation and stabilisation, to expedite the global commercialisation of unique, sustainable, natural antibacterial solutions, safeguarding animal and human health. Platforms will be based on a licence model, with the potential to incorporate service and product revenue where appropriate.

Fixed Phage is executing an out-licensing and technology transfer business model, advancing strategic collaborations in defined Fields of Use in food packaging, aquaculture, animal health with a roadmap into human health and personal care. Within each of these sectors, there are many pressing needs for powerful anti-infectives to address prevalent bacterial infections, associated product shelf life, freshness and safety issues, over-use of antibiotics and emergence of antibiotic resistance. Fixed Phage technology also has strong potential in other industries, including horticulture and crop science.

The Technical Manager is responsible for building and maintaining the Fixed Phage production facilities and for day to day operations, leading the Company's operational development and growth, supporting the Company in the execution of the short- and long-term vision, plans and directives by implementing judgement, vision, management, and leadership in line with the Company's mission and core values. The Technical Manager ensures that relevant Sustainable Development Goals and targets are implemented and monitored. An important component of the role is expected to include technology transfer to selected partners.

The Technical Manager ensures that Fixed Phage is equipped to drive the rapid global commercialisation of proprietary platforms, delivering major product and services to customers / partners, including those in the current pipeline, to support a step change in the deployment of antibacterials.

Job purpose

The Technical Manager provides cross-functional, strategic leadership for the operation of key product production and service provision functions, including but not limited to:

- Health and Safety
- Trial material supply
- Supply Chain
- Quality Assurance
- Customer Services
- Process Development & Operational Excellence
- Compliance
- IT Systems

The job holder takes responsibility within Fixed Phage for the development and implementation of all aspects of operational strategy and its delivery, providing leadership on product, quality and customer support. As quality and consistency of trial material is pivotal at this point this role will lead process, analytical, packaging and shelf life validation. To operate in house or at our selected contractors.

The role will add value to Fixed Phage's growth by supporting implementing new scientific partnership opportunities that are aligned to the business strategy.

The Technical Manager is responsible for the implementation and development of Fixed Phage operational facilities, ensuring compliance and relevant quality standards are achieved and maintained.

As a key member of the Management Team, the Technical Manager provides input into intellectual property management, including patent filing and maintenance and ensuring freedom-to-operate.

A key requirement for the role is world-class, applied knowledge within the life science field, gained within blue-chip commercial organisations with a strong technical background in product development and operations.

The Technical Manager works within the Fixed Phage Management Team to support close collaboration with commercial partners deliver our technology and enable the winning of global licence deals.

As the Company develops, it is expected that the Technical Manager will progress into the role of Chief Operating Officer.

Person specification

Experience	
Science or Engineering degree	Essential
A relevant higher degree.	Desirable
A motivational leader delivering the growth of a strong HSE, quality and operational culture	Essential
Proven experience in both senior product development and operational roles in the life science sector.	Essential
Consistent delivery in more than one corporate culture.	Desirable
At least five years of senior experience in life science	Essential
Comprehensive knowledge of the implementation of quality systems.	Essential
Strong regulatory affairs knowledge.	Desirable
Experience in design, commissioning and validation of pilot facilities and delivering outcomes on-time.	Essential
Experience in leading and working within dynamic multi-functional teams.	Essential
Compliance leadership and IT system implementation.	Essential
Proven technology transfer skills with experience in working within an international team and partners.	Essential
Experience in customer support / maintaining productive, long-term relationships.	Desirable
Knowledge of global sustainability goals and experience in their implementation and monitoring.	Desirable

Skills	
<p>Leadership: Inclusive leadership, communication and presentation skills. Instils confidence at Board level, with peers and their team.</p>	Essential
<p>Execution: Expertise in preparing and implementing secure operational strategies and their delivery whilst ensuring complete stakeholder buy-in.</p>	Essential
<p>Domain experience: Proven applied knowledge to build, develop and run world-class technical facilities and resource, to deliver product development and support both and trials material manufacture and licencing deals.</p>	Essential
<p>Quality & Safety Standards: Experienced in the achievement and monitoring of relevant compliance standards, both in-house and in the field.</p>	Essential
<p>Results achiever: A self-starter. Taking responsibility for own and team activities and tasks, demonstrating a desire to achieve the best possible results. Requires a minimal supervision for day to day tasks. Adopting a proactive approach to tasks incorporating high levels of innovation and networking skills.</p>	Essential
<p>Problem solver: Identifying problems, analysing (taking account of relevant factors and external input as appropriate) leveraging an ability to grasp and communicate the fundamentals of the production of bacteriophage-based products and services (including surveillance and phage-coated products at significant volumes).</p>	Essential
<p>Effective communicator: Communicating effectively, translating product features, insights and value chain analysis into development and operational outcomes.</p>	Essential
<p>Pro-active approach: Identifies the challenge and brings the team along to deliver results.</p>	Essential

Key tasks

Operations	<ul style="list-style-type: none"> ▪ Lead the Fixed Phage operational team, taking responsibility for developing and implementing the production facilities, regulatory submissions and achieving and maintaining appropriate quality standards.
Production oversight	<ul style="list-style-type: none"> • Ensure the recruitment and development of a first-class platform validation and production team. Support platform commercialisation and revenue generation by validating products and services with relevant production processes to inform clear value proposition development to colleagues to secure enable profitable licence deals.
Budgets and forecast	<ul style="list-style-type: none"> ▪ Oversee laboratory projects and purchase of materials and instruments. Key input into the preparation of budgetary and financial forecasts.
Partnerships	<ul style="list-style-type: none"> ▪ Oversee the implementation of collaborative Project Plans that are highly aligned to the Business Strategy. As the Fixed Phage operational lead, support the development and maintenance of productive relationships with market access partners and other key stakeholders.
Customer relationships	<ul style="list-style-type: none"> ▪ Provide applied knowledge to support the development of achievable, world-class Product and Service Requirements for the Fixed Phage portfolio, taking into account R&D, manufacturing, validation, regulatory, quality standards, intellectual property, sustainability and competitive differentiation requirements on a global basis.
Strategy and Communications	<ul style="list-style-type: none"> ▪ Input into the business and global communications strategies taking into account the Company's scientific needs and opportunities.
General	<p>As a key member of the Senior Management Team;</p> <ul style="list-style-type: none"> ▪ Utilise Market Intelligence Systems pro-actively to support business development, marketing and customer support activities. ▪ Establish customer satisfaction metrics (e.g. NPS - Net Promoter Score). ▪ Support key strategic projects, such as website update and partnership development.

- Additional duties as necessary.