

Title

Chief Scientific Officer

Department**Research and Development****Reports to: Chief Executive Officer****Supervises: No****Effective Date: June 12, 2018****Page: 1 of 4 FLSA: Exempt****Position Overview**

Under the direction of the Chief Executive Officer (CEO), the Chief Scientific Officer (CSO) is responsible for the oversight of the Company's scientific efforts in accordance with market opportunities, industry trends, and business requirements, while also representing the Company's scientific endeavors in fundraising initiatives, press conferences, shareholder events, etc.

He/she will develop and implement strategies delivering the Company's vision for providing novel treatment-directing oncology diagnostics. The CSO will have oversight over all scientific and medical initiatives, including basic and applied research projects, academic and industry collaborations, and the evaluation and development new technologies or products. The CSO will work closely with the Heads of Research & Development (R&D), and Bioinformatics, to provide scientific strategy and leadership. This will require familiarity with state of the art technological advances and industry trends to advise the organization on future projects, collaborations, or business opportunities.

Essential Job Functions

- Articulate and advance the company's scientific strategy, creating appropriate budgets, timelines, milestones, and deliverables
- Contribute scientific expertise and credibility to business development efforts
- Represent the organization at fundraising events and key scientific and non-profit meetings, articulating the organization's innovative business model, strategies and successes
- Support business development team by building and maintaining high-level contacts with current and prospective customers and other business partners
- Analyse industry research activities of related device, pharmaceutical, biotechnology and academic institutions to ensure the research initiatives/portfolio represents innovation and scientific value achieving the organization's research goals and continued treatment- directing diagnostic pipeline development
- Manage relationships with external constituents by participating in national meetings and business development initiatives including key biotechnology/pharmaceutical industry scientific leaders, National Cancer Trial Network (NCTN), regional and national KOLs, HCPS, and other scientific professionals in therapeutic areas of interest
- Serve as liaison and advise executive management on pre-clinical and clinical projects
- Act as author and/or Subject Matter Expert (SME) for articles that are being posted to Company blog/website
- Work with executive management to ensure cross-organization communication of objectives and strategies
- Participate ad hoc on the company's Board of Directors

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- MD and/or PhD in Biology, Biochemistry, Bioengineering or related life science fields
- Fifteen (15) or more years of experience in the in vitro diagnostics (IVD), Biotechnology, or Life Sciences industries
- Previous experience with R&D for a pharmaceutical, biotechnology, or life science company
- Experience presenting to Venture Capitalists, Investment Bankers, or other funding entities
- Experience commercializing technology from an R&D or academic industry
- Minimum of ten (10) years of management experience in industry
- Minimum of ten (10) years of experience in Oncology or Immuno-oncology
- Minimum of ten (10) years of experience in developing and commercialization of Laboratory Developed Tests (LDT) or Companion Diagnostics; In Vitro Diagnostics (IVD) industry experience is highly desirable
- Excellent working knowledge of FDA quality system processes with emphasis on regulatory clearances for class III devices
- Management experience in a CLIA or equivalent regulated laboratory
- An established track record of effective and influential oral presentations and discussions to scientific, clinical and healthcare professionals within oncology
- Willingness and ability to travel 20-40% of the time with some overnight and weekend travel required
- Excellent written and verbal communication skills with extensive presentation skills
- Experience and delight in working in a small, startup company environment, where all levels of colleagues are engaged in active work and are accustomed to designing, developing, and executing on their ideas

Knowledge, Skills, and Abilities (KSAs)

- Directing and managing research and development activities in accordance with Quality policies in a regulated environment (GLP, GCP, CLIA)
- Familiarity with IVD assay design, development and commercialization processes

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- Ability to analyze complex data and skilled in understanding bioinformatic data and algorithms
- Ability to work collaboratively and build strong, positive relationships with colleagues, co-workers, collaborators, and clients
- Ability to manage multiple competing priorities and exercise sound judgment in making timely/critical decisions to maximize organizational productivity
- Skilled in using logic and reason to identify strengths and weaknesses of alternative solutions, conclusions, or approaches to problems
- **Critical Competencies for Success**
 - Strategic Scientific Leadership proven ability to develop the overarching strategy for a research-driven organization that is at a pivotal stage of organizational maturation, through the creation of a compelling vision of the organization's scientific and clinical platform and approach, gaining buy-in with relevant stakeholders and establishing concrete milestones that map to the stated objectives
 - Demonstrated Results Ability to point to examples of having delivered outstanding results, such as successfully developing drug candidates or therapeutic products that were ultimately commercialized, developing and commercializing new analytic solutions or service offerings, introducing improvements to R&D processes or operations, or devising novel solutions to problems that constrained R&D and, therefore, the business
 - Management Capability Experience building a world-class organization in a highly collaborative environment marked by collegial and synergistic interaction among independent groups by cultivating top-tier research talent, creating a culture of collaboration with a variety of stakeholders and by inspiring and motivating others to take on challenges and realize opportunities
 - Proven ability to create mechanisms and structures that encourage interdisciplinary initiatives, joint investments, and other cooperative efforts is of particular value
- **Personal Characteristics**
 - Strong written and oral communicator able to synthesize complicated scientific and clinical concepts to both scientific and business audiences
 - Startup mindset comfortable building an early stage company with willingness to grow and adapt quickly as the company changes

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- Collaborator very comfortable leading and working within multi-disciplinary teams across multiple simultaneous projects
- Creatively developing new business strategies and adapting to the needs of the client
- Intellectually curious, interested in digging deeply into non-intuitive findings to extract meaning, while remaining focused on the question at hand

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of the organization. Pierian Biosciences is an Equal Opportunity Employer with a strong commitment to the achievement of excellence and diversity.