



Vice President, Product Development

Job Type: Full time, Permanent

About Virica

Founded in 2018, Virica Biotech has pioneered a new product category (termed Viral Sensitizer, VSE), to address fundamental bottlenecks in the production of viral-based vaccines and oncolytic viruses, as well as gene and cell therapies. We are a diverse group of scientific and business development professionals with expertise in virology, high-throughput screening, design of experiments, and commercialization. Virica offers an exciting, fast-paced, and positive work environment. Virica is seeking to add an ambitious, and meticulous, Vice President, Product Development to our growing organization! Check us out at www.viricabiotech.com.

About the Role

As the Vice-President of Product Development (PD) for Virica Biotech, you will play a pivotal role in leading and managing the company's product development efforts. You will be responsible for developing and implementing the strategic direction of product development efforts, driving innovation, overseeing internal product development and contract research, liaising with CROs, and ensuring the successful development and launch of cutting-edge products and technologies. This position requires a strong background in the life science tools industry, a deep understanding of regulatory compliance and scientific research methodologies as it pertains to product development, and exceptional leadership and managerial skills.

Salary

Commensurate with experience and education, with generous benefits package and company options, family leave provisions, and opportunities for professional development

Duties and Responsibilities include (but are not limited to):

1. **Strategic Leadership:**
 - Develop and execute a comprehensive PD strategy aligned with the company's overall goals and objectives.
 - Identify emerging trends, technologies, and market opportunities to drive innovation and maintain a competitive edge.
 - Collaborate with the executive team to establish the long-term vision and direction for the company's PD activities.

2. **Product Development Research Management:**
 - Oversee the planning, execution, and evaluation of internal and external PD projects and initiatives.
 - Foster a culture of scientific excellence, innovation, and collaboration within the PD department.



- Manage and allocate resources effectively to ensure projects are delivered on time and within budget.
- Monitor project milestones and progress, identify, and address potential risks or obstacles, and implement corrective measures as needed.
- Ensure compliance with regulatory standards, quality control procedures, and ethical guidelines.

3. Team Leadership and Development:

- Build and lead a high-performing PD team, providing guidance, mentorship, and support to scientific and technical staff.
- Foster a collaborative and inclusive work environment that encourages creativity, critical thinking, and professional growth.
- Recruit top talent, conduct performance evaluations, and identify training and development opportunities for team members.
- Establish clear goals and expectations, and promote a culture of accountability, excellence, and continuous improvement.

4. External Collaboration and Partnerships:

- Cultivate strategic partnerships with academic institutions, research organizations, and industry stakeholders to enhance PD capabilities and access to expertise.
- Collaborate with cross-functional teams, including research and development, business development, regulatory affairs, and marketing, to ensure seamless integration of PD efforts with other functional areas.
- Represent the company at scientific conferences, industry events, and regulatory meetings to enhance the company's reputation and visibility within the biotech community.

Asset Qualifications/skills:

- A Ph.D. in a relevant scientific discipline (e.g., microbiology, biochemistry, chemistry) is strongly preferred.
- A minimum of 10 years of progressive experience in product development within the life sciences industry, preferably in small molecule-based tools or diagnostics. Proven track record of success in leading PD efforts in the biotech or pharmaceutical industry, preferably at a senior management level. Experience in a leadership role, overseeing cross-functional teams, is essential.
- Strong knowledge of biotech research methodologies, drug discovery and development processes. In-depth knowledge of small molecule-based technologies, tools, and methodologies used in life sciences research. Familiarity with areas such as assay development, high-throughput screening, drug discovery, or molecular biology is highly desirable.
- Strong business acumen with the ability to understand market trends, competitive landscape, and customer needs. Experience in developing and executing product development strategies aligned with the company's overall vision and growth objectives.
- Knowledge of regulatory requirements and quality standards applicable to life sciences tools intended for GMP applications. Experience in ensuring compliance throughout the product development process.



- Demonstrated ability to drive innovation, manage complex projects, and deliver results in a dynamic environment. Excellent leadership and managerial skills, with the ability to inspire and motivate a diverse team of scientists and technical professionals.
- Exceptional strategic thinking, problem-solving, and decision-making abilities.
- Strong communication, presentation, and interpersonal skills, with the ability to effectively collaborate with internal and external stakeholders.

Working Conditions:

The successful candidate will be required to work in a Hybrid workstyle out of Ottawa, Ontario, in addition to available office space, or at such other locations as may be mutually agreeable. The Employee shall supply their own mobile phone. Virica will provide a laptop and required computer software for the duration of the employment term.

Travel

The candidate may be on occasion required to travel for conferences/client interactions, training purposes or for company-wide events.

Contact

Please forward a copy of your CV/resume (not to exceed two pages) and a cover letter, if you wish, to our Manager of HR and Corporate Compliance at, frenaud@viricabiotech.com

Only candidates that best match the job description will be contacted. However, we thank you for your interest and invite you to visit our website for future opportunities should we not move forward with your candidacy for this role

Virica is an equal opportunity employer and employs personnel without regard to race, colour, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, ethnic origin, citizenship, creed, sex, marital status, family status or sexual orientation.

It is our policy to select the best qualified person for each position within our organization on the basis of demonstrated ability, experience, training, and potential. In addition, Virica pays compensation based on comparable value and does not discriminate in employment on the basis of gender.