Sr. Scientist, Medicinal Chemistry – DP – Torrey Pines

- $90-140k
  NEED CANCER/ONCOLOGY FOCUS WITH STRUCTURE BASED DRUG DESIGN

Description of the Position:
- We are seeking a highly motivated chemist to join our drug discovery team. The qualified candidate will have recent industry experience in modern synthetic methods and a strong knowledge of current synthetic advances. Working on our interdisciplinary drug discovery programs, they will further develop the company’s technology and intellectual property. In addition, within a discovery project, the candidate will analyze SAR, propose target molecules, develop and execute a synthesis of the targets for biological assays. The successful candidate will work closely with other scientists to efficiently evaluate and progress lead compounds. The qualified individual must be adaptable to a fast-paced and dynamic environment, and be strongly motivated to succeed.

Duties and Responsibilities:
- Develop and execute synthetic routes of target molecules, including work up, purification, isolation, and characterization of products; work on mg to 100g scale; develop scalable routes of preclinical drug-candidates.
- Overcome challenging synthetic problems; ability to troubleshoot, come up with alternative synthetic strategies, and develop innovative and practical chemistry solutions.
- Understand the goal and strategy of the project and positively and proactively contribute to project success.
- Design of novel organic compounds drug candidates using data and SAR analysis from all aspects of a small-molecule research program including, enzyme assays, cell-based assays, DMPK, toxicology, structural information, molecular modeling, physiochemical properties, literature reports, and other information.
- Communicate effectively both in oral and written form, including preparing short reports and delivering internal and external presentations in a timely manner; including for CROs and other collaborators.
- Ensure that the company’s intellectual property is fully protected by keeping detailed experimental details in laboratory notebooks according to company policy, including analytical data and other scientific information.
- Contribute to the writing of patents, scientific presentations, and publications.
- Perform routine maintenance on laboratory equipment and instruments.
- Command of the relevant and latest scientific literature in order to advance research projects.
- Organize and prioritize workload to meet timelines; investigate the feasibility of applying a wide variety of scientific principles and concepts to potential inventions, products and problems.
- Work effectively in a multi-disciplinary environment that requires close collaboration with scientists with different expertise and experience. Exhibit flexibility and adaptability as projects and goals often shift.
- Maintain a clean and safe laboratory environment; take personal responsibility for individual and co-worker safety and strictly adhere to all safety procedures and policies.

Qualifications:
- B.S./M.S. degree in Chemistry with 5-8 years of experience or Ph.D. degree in Organic/Medicinal Chemistry with 0-5 years of related experience.
• Expertise in synthetic organic chemistry, including methodologies, transformations, and mechanisms.
• Demonstrated expertise in multi-step synthesis and strong knowledge of techniques related to purification and characterization of organic compounds (NMR, MS, HPLC, etc.).
• Able to work independently and apply experience and knowledge to solve difficult synthetic challenges and provide useful guidance to other chemists on the project team.
• Maintains an excellent scientific expertise in organic synthesis, conversant with the current literature.
• Proven track record of innovative project contributions including peer-reviewed publications.
• Excellent organization, written and oral communication skills; strong interpersonal skill, able to interact effectively within a multidisciplinary team and dynamic environment.
• Self-motivated and enthusiastic; self-leadership and management skills required along with the ability to be adaptable and have a high degree of flexibility.
• Demonstrates intellectual curiosity and scientific versatility by a willingness to take on challenging and complex problems and finding innovative solutions.

Associate Director/Director, Medicinal Chemistry – DP – Torrey Pines

• $130-190k
  NEED CANCER/ONCOLOGY FOCUS WITH STRUCTURE BASED DRUG DESIGN, SMALL MOLECULE

Description of the Position:
• We are seeking a highly motivated Associate Director/Director of Medicinal Chemistry to join our drug discovery team. The qualified candidate will have substantial medicinal chemistry experience in an industry environment and a strong knowledge of modern synthetic methods. In addition, the candidate will lead and drive drug discovery program, analyze SAR, propose target molecules, develop and execute synthesis of the targets for biological assays. The candidate will work closely with other scientists to efficiently progress compounds of interest, lead preclinical research of the nominated clinical candidates, and further develop the Company’s technology and intellectual property portfolio. The qualified individual must be adaptable to a fast-paced and dynamic environment, and be strongly motivated to succeed.

Qualifications:
• Ph.D. in Organic or Medicinal Chemistry with 8+ years of pharmaceutical industry and medicinal chemistry experience.
• Excellent knowledge of medicinal chemistry principles with a solid understanding of the basic biology and pharmacology of programs, ADME issues, and series SAR. Able to effectively integrate this knowledge and apply the key principles of medicinal chemistry, literature precedent, and drug design to direct medicinal chemistry programs to phase transitions or series go/no go decisions.
• Ability to make inventive contributions towards new chemical target structures or templates for programs, and employ sound judgment in the evaluation and strategic decision making around early screening or literature hits.
• Strong skills in gathering, documenting, and analyzing information from competitive sources such as patents and meetings and using this information to guide program strategy.
• High level of creativity and productivity with strong synthetic problem solving skills; excellent scientific expertise in organic synthesis, conversant with the current literature. Ability to champion the chemistry efforts into new directions to achieve project milestones.
• Strong working knowledge of protein-ligand interactions, conformational and structural analysis, experienced in partnering closely with computational chemists through appropriate use of computational tools, models and visualization applications.
• Proven leadership capability in cross-functional team setting, either as project team leader or co-lead; able to effectively manage and prioritize resources to deliver on timelines; able to make hard decisions to ensure project success on timelines and budget.
• Strong evidence of conceptual thinking and active follow through, recognized by establishing new projects or new directions within projects, new strategies and/or enabling technologies for drug discovery. Vigorous scientific curiosity evidenced by contributions to diverse medicinal chemistry strategies.
• Communicate effectively both in oral and written form, including preparing short reports and delivering internal and external presentations in a timely manner; including for CROs and other collaborators.
• Work effectively in a multi-disciplinary environment that requires close collaboration with scientists that have different expertise and experience. Exhibit high degree of flexibility and adaptability as projects and goals often shift. Self-motivated and enthusiastic; self-leadership and management skills required.

**Associate Director/Director, Cancer Biology – DP – Torrey Pines**

$130-190k

NEED CANCER/ONCOLOGY FOCUS – CAREER MUST BE ONCOLOGY FOCUSED WITH IN VIVO/TUMOR MODELS

**Description of the Position:**

• We are currently seeking a motivated biologist with industry experience to join our San Diego research facility. The position which directly report to the SVP and can be at the Associate Director or Director level depending on the candidate’s qualifications. The candidate should have a strong passion for science and commitment to developing drugs that will make a difference in patients’ lives. The successful candidate will join a dedicated multidisciplinary drug discovery team of scientists developing small molecule inhibitors targeting key proteins implicated in cancer. The multidisciplinary team interacts across biology, chemistry, preclinical and clinical research.
• Experience in drug discovery process demonstrated by contributions to the discovery of novel compounds that have advanced to clinical development is an asset. The successful candidate will be expected to work with a network of CROs and will be responsible for all aspects of in vivo studies including efficacy studies design and pharmacological assessment of drug action. Experience in vitro studies including target validation, cell-based assays and biomarker discovery is desirable. Individuals who are creative and develop novel approaches to oncology drug discovery will thrive in this position.

**Qualifications:**

• Ph.D. in Biology (cell biology, cancer biology, genetics, etc.)
• 6-10 years of industry experience (pharma / biotech) is required
• Expertise in in vivo models & experience in small molecule drug discovery process
• Strong background in cancer biology/oncology drug discovery process
• MUST be a team player whose focus is to contribute to the success of the team
• Experience in working in multidisciplinary team environment required
• Must have good communication (verbal and written) and organizational skills
• Ability work under pressure in a fast paced matrixed work environment

**Scientist I, Biology – DP – Torrey Pines**

$DOE

• We are seeking a highly-motivated Associate Research Scientist who is a strong team player to design and conduct research studies to support our drug discovery and development programs.
The successful candidate will join a group of dynamic researchers who collaborate to evaluate the effects of novel compounds in cancer models (in vitro & in vivo).

Responsibilities will include:

- Maintain cancer cell lines and establish stable / drug resistant cell lines
- Perform semi high-throughput assays and prepare/maintain necessary assay reagents
- Develop and conduct various cell based assays to characterize drug candidates
- Develop and validate new assays & technologies
- Cloning, DNA/RNA/protein extraction, RT-PCR, western blot analysis, immunoprecipitation and immunocytochemistry

Experience & educational requirements:

- BS/MS with 4+ years of experience (pharmaceutical/biotech industry experience preferred)
- Knowledge of cancer biology & signal transduction pathways
- Experience with primary cell-based assays with a variety of readout technologies including flow cytometry and ELISA
- Excellent organization, oral and written communication skills
- Strong problem solving & troubleshooting skills
- Effective team player who can deliver high quality results under tight timelines

Analytical Scientist I/II – DP – UTC

- $90-125k DOE
- Top Three Skills: Qtof, MS, pharmaceuticals, small molecules,
- Job Description: Must have extensive experience using LC/QTOF and other mass spectrometric based hybrid techniques to identify unknown components.
- Conducts experiments requiring proficiency in a broad range of experimental techniques and analytical methods, including HPLC, GC, GPC, and various methods for small molecule characterization.
- Designs and performs experimental studies to support process development as well as regulatory filings.
- Performs method development and optimization at the bench; and participates in method transfer, qualification, and validation to support new and existing projects.
- Writes protocols for analytical method transfer, qualification, and validation and prepares detailed written reports from the execution of those protocols.
- Participates in problem solving activities with staff in other departments at Heron and with contract organizations.
- Work Environment: all lab
- Qualifications: Qtof, LC, pharmaceuticals
- BS/MS/PhD in Chemistry, REQUIRED LC exp in a pharmaceutical company.

REQUIREMENTS:

- A degree in chemistry or a related scientific discipline and with a minimum of 10+ years with a BA/BS degree, a minimum of 6+ years with a Master’s degree, or a minimum of 2 years with a Ph.D. degree.
- Experience with a wide range of analytical techniques including but not limited to HPLC, LC/MS, GC relating to small molecules.
- Demonstrated experience in independent method development.
- Working knowledge and experience with cGMP and ICH guidelines.
- Excellent analytical, technical writing and data management skills.
- Excellent oral and verbal communication skills.
- Flexible self-starter with the ability to work independently or with co-workers and multi-task under aggressive development timelines.

Performance Expectations: ESSENTIAL DUTIES & RESPONSIBILITIES:

- Must have extensive experience with LC/QTOF and other mass spectrometric based hybrid techniques
- Conducts experiments requiring proficiency in a broad range of experimental techniques and analytical methods, including HPLC, GC, GPC, and various methods for polymer characterization. Design and perform experimental studies to support regulatory filings such as identification of unknown degradants.
- Performs method development, optimization at the bench and participates in method transfer, qualification, and validation to support new and existing projects.
- Writes protocols for analytical method transfer, qualification, and validation and prepares detailed written reports of findings resulting from the execution of those protocols.
- Participates in problem solving activities with staff in other departments at Heron and with CMOs and CTLs.
- Provides technical support for products in commercial distribution.
- Troubleshoots assays and equipment failures as needed.
- Ensures lab efficiency with on-time delivery of methods and results.
- Supports efforts of junior analysts.
- Interview Information: phone IV with (Director), IV in person with team and HR, with presentation,

Additional Compensation:
- Level I = $90K - $110K
- Level II = $100K - $125K

Additional Information:
- MS expert
- small molecule pharma required
- knowledge of medicinal chemistry
- they will hire VERY smart people. PHARMA is REQUIRED. QTOF (time of flight)

**QC Analyst II – CH – Torrey Pines**

- $16-25/hr DOE

BS/MS Chemistry with HPLC experience. Ideally 6 months of industry exp. NO ONE from Research.
- The purpose of the QC Analyst II is to carry out assigned laboratory duties which may include sampling, testing, and evaluating analytical data on samples such as raw materials, in-process and final products. In addition, will also participate in the development and validation of analytical methods.
- 2 years of relevant hands-on laboratory experience.
- BS degree in scientific discipline from an accredited college or university or equivalent experience.
- Demonstrated computer proficiency, e.g., word processing, spreadsheets, graphing, etc
- Good knowledge of cGMPs and laboratory practices.
- Proficient in the operation and maintenance of basic laboratory instruments such as HPLC and GC.
- Excellent observation skills and problem solving abilities.
- Ability to follow analytical procedures and protocols.
- Good laboratory techniques.
- Conduct laboratory tests in compliance with established internal Standard Test Methods, compendial and vendor/partner supplied methods.
- Maintain organized records of tests performed and results obtained following company policies
- Assist in performing laboratory investigations. Write investigation report as required.
- Maintain a level of technical knowledge and understanding in the assigned areas of responsibility that are consistent with the current scientific requirements of the company.
- Understand and comply with all company policies, safety procedures, and SOPs, including cGMPs and cGLPs
- Assist in the preparation of analytical data for internal and external meetings and presentations.
- Provide technical assistance and training to other laboratory personnel.
- Participate in the transfer of methods to/from the Quality Control department.
- Represent functional area in Project Teams, as required.
- Write documents for GMP compliance such as standard test methods, validation reports, and SOPs.

**QC Tech II or III – DP – Torrey Pines**
- $40-60k (DOE)
- BS degree with (PCR OR QC) AND (GMP OR NGS). They want true Molecular Biologists.
- Requires knowledge and skills normally acquired through the successful completion of a BS Degree in a scientific discipline.
- 2-8 years of experience in a GMP-regulated industry or equivalent combination of education and experience.

**Lead Manufacturing Scientist – DP – UTC**
- SDOE
- The selected candidate would be responsible for the manufacture of clinical materials in compliance with current Good Manufacturing Practice (cGMP) and industry best practices.

**Responsibilities**
- Manage a team of professional manufacturing associates for large scale production of oncolytic virus drug substance and drug product
- Review, approve, and maintain process development materials, equipment, methods for cGMP compliance and scalability
- Improve recovery, throughput, and scalability to optimize the viral product manufacturing process
• Develop and maintain accurate work documentation in accord with Sorrento Quality Systems, to include batch records, Standard Operating Procedures, work instructions, log books, Safety Data Sheets, equipment maintenance logs, product specifications, and material specifications
• Work collaboratively with cross functional teams to ensure on time execution of production schedule and delivery of study drug
• Effectively communicate results of departmental work to colleagues and management both verbally and in writing
• Measurement of Performance
• Positive, professional attitude toward work and willingness to cooperate with co-workers and supervisors and to contribute to a project team
• Timeliness and accuracy in completion of production campaigns and paperwork (quantity of work)
• Contributions to projects beyond general responsibilities (quality of work)
• Identification of problem/risks in areas affecting operations (knowledge/problem solving)
• Offers suggestions for correcting problems and for improving operations
• Exercises good judgment in dealing with operational problems
• Understanding of theory, rationale behind processes performed
• Demonstrated understanding and adherence to policies, safety procedures and the cGMPs
• Ability to succeed in a team-oriented environment under very dynamic conditions

QUALIFICATIONS
• The ideal candidate will hold a Ph.D. in microbiology or related discipline, with 4-6 years of industry experience in large scale cGMP production of viral vaccines, viral vectors, or oncolytic viruses. Candidates with an equivalent combination of education and experience will also be considered
• Must possess a track record of effectively initiating and leading cGMP manufacturing efforts
• Must possess a strong ability to train team members in accord with cGMP standards and institutional SOPs
• Must possess strong organization skills, oral and written communication skills, and interpersonal skills
• Must be a proponent of strong team building and a collaborative work environment

QA/QC Technician I x2 – C – Sorrento Valley
• $14-16/hr
• To support QC functions within our Drugs of Abuse test manufacturing facility. The position will primarily be focused on performing in-process and finished devices QC testing, document test results to ensure the quality and functionality of manufactured products.

Preferred educational background:
• BS/BA degree or equivalent in chemistry, biology, or other scientific discipline
• if no degree, then 2 years of experience

Preferred experiential background:
• Knowledge of good laboratory practices.
• Demonstrates knowledge of scientific principles.
• Requires knowledge of cGMP’s and regulations applicable to the FDA.
• Medical device manufacturing preferred
• MS Office and manufacturing systems

Tasks and responsibilities:
• Perform and document in-process, final QC testing and stability testing of in-vitro diagnostics
devices to meet compliance requirements including ISO, FDA and international regulations.
• Perform raw material release, including preparation of documentation and status labeling.
• Document QC test results on QC testing form, retain the retention sample as needed, generate a
COA for QC passed product
• Familiarity with all aspects of product and production process to be able to identify defects.
• Work with formulation and production department to ensure the product meet QC specifications
and customer’s requirements.
• Be able to use vacuum chamber, caliper, gauges, electronic reader instruments and the other tools
to perform the QC testing or measurements.
• Ensure timely release of product.
• Ensure cleanliness of the QC lab.
• Perform stability sample testing.
• Work effectively and independently. Cooperatively work with others in all matter of the
organization.
• Able to prioritize and handle multiple tasks and responsibilities, attention to detail, good problem
solving skills.
• Good English written and verbal communication skills.
• Moderate computer skill and moderate knowledge of MS Excel and MS Word.
• Perform other duties & projects as assigned.

Lab Technician I – C – Sorrento Valley
• $14-16/hr
• NON-DEGREED ideally! Someone who is okay working with samples, ideally with
medical/clinical background.
• Will train on 1st shift, however, the role is a 2nd shift opening (2pm-10:30pm)
• The main function of a lab technician is to perform routine medical laboratory tests for the
diagnosis, treatment and prevention of disease. A typical lab technician may work under the
supervision of a medical technologist.
• Education/Experience:
• High school diploma or GED required. Associate's degree in medical technology or vocational
training preferred
• 0-2 years of experience required

Skills:
• Verbal and written communication skills, attention to detail, and problem solving skills.
• Basic ability to work independently and manage one’s time
• Basic knowledge of the information and techniques needed to diagnose and treat human injuries
and diseases
• Basic ability to analyze data and accurately document and record results

Job Responsibilities:
- Set up, adjust, maintain and clean medical laboratory equipment.
- Analyze the results of tests and experiments to ensure conformity to specifications, using special mechanical and electrical devices.
- Analyze, gather and record test data to issue reports that use charts, graphs and narratives.
- Obtain specimens, cultivating, isolating and identifying microorganisms for analysis.
- May examine cells stained with dye to locate abnormalities.
- Consult with a pathologist to determine a final diagnosis when abnormal cells are found.

**Research Associate (5917) – C – Torrey Pines**

- $22-27/hr
- Top Three Skills: cell based assays, molecular biology, human neuronal, glial, cell lines, biochemical analysis, ELISA, MSD, qPCR, flow
- Job Description: X is seeking a highly motivated Senior Research Associate to join our growing Neuroscience and Imaging Team. The successful candidate will have a background in cell and molecular biology and an interest in drug discovery. He/she will play a key role in a small, highly dispersed team supporting our efforts to develop novel therapeutics for neurodegenerative diseases.
- This role will involve designing, executing, and evaluating cell-based assays to answer focused scientific questions about relevant targets in neurodegenerative diseases. The ideal candidate will have experience working with human neuronal and glial cell lines and iPSC-derived cells, biochemical analysis of target engagement, and a degree in neuroscience or biology. The candidate should be able to work independently in the wet lab, help research and develop new protocols, and quickly learn new techniques.
- Work Environment: Lab Setting. Top Pharmaceutical Company

**Qualifications:** Skills/Knowledge Required:
- Bachelor’s degree in biology, biochemistry, neuroscience, or related field with at least 4 years of previous wet lab experience, industry experience preferred. (Do not submit PhD's.)
- Expertise in tissue culture, biochemistry, and molecular biology techniques.
- Experience performing immunocytochemistry and/or immunofluorescence assays, as well as microscopy and quantitation techniques, is a strong plus.
- Good record keeping for protocols and lab notebook.

**Other Attributes:**
- Self-motivated to learn and contribute
- Demonstrated examples of both independent productivity and team-based interpersonal skills
- Enthusiasm for science, laboratory work, and drug discovery.
- Commitment to meeting timelines, robustness and rigor.
- Works efficiently.

**Performance Expectations:** Responsibilities will include, but are not limited to, the following:
- Applying a suite of cell and molecular biology techniques to generate stable cell lines and challenge them using disease-appropriate stimuli.
- Growing in vitro cellular models of disease, treating with compounds, processing cells for downstream analysis.
- Performing SDS-PAGE and native immunoblot analysis of protein aggregation.
- Performing protein and gene expression analysis using ELISA, MSD, and qPCR.
- Performing flow cytometry and microscopy.
- Assist in handling screening-related information, such as internal compound requests and data formatting and uploading into internal analysis systems.
- Troubleshooting basic procedural problems.
- Working in the lab with minimal supervision.
- Analyzing and interpreting data using a range of software tools and computational approaches.
- Participating in and contributing to scientific discussions, meetings, and presentations.
- Working on multiple projects, timelines, and priorities in parallel.
- Maintaining an updated and organized lab notebook according to company regulations.

**Research Associate (5862) – C – Torrey Pines**

- $18-23/hr+

Responsibilities will include, but are not limited to, the following:

- We are seeking a highly motivated Research Associate to conduct in vivo studies.
- In particular, this person will be responsible for formulation preparation, animal dosing, blood sampling and plasma preparations in a fast-pace drug discovery setting.
- Responsibilities also include tissues harvest in support of tox/pharmacology studies.
- This person will also assist in in vitro ADME assays and PK sample analysis.

**Skills/Knowledge Required:**

- A BS or an equivalent degree in biology or pharmaceutical-related discipline with 1 - 2 years of industrial animal research experience and proficiency in formulation preparation, animal handling, dosing (PO, IP, SubQ, tail vein injection) and sampling (retro orbital, cardiac puncture) in rodents.
- Basic knowledge on in vitro ADME assays will be a plus.
- Experience with automatic blood sampler and surgery, in vitro ADME assays will be a plus.
- This individual is also expected to be highly organized, detail oriented and responsive to instructions, a team player, enthusiastic about drug discovery, and a strong communicator with strong work ethics.

**Research Associate, Histotechnologist (5844) – C – Torrey Pines**

- $22-29/hr

Histotechnologist Job Description:

- This is a full time (40 hours/week) contractor position. As an experienced professional, the primary responsibilities consist of histology specimen preparation from animal toxicology and pharmacology studies, as well as human tissue sectioning and preparation for IHC studies.
- Histology procedures will include formalin fixed tissue trimming, tissue processing and embedding, paraffin block and frozen tissue sectioning, H&E and special stains.
- Experience developing IHC assays, either manual or automation, is required.

Responsibilities include, but not limited to:

- Troubleshoots tissue/slide problems and QC prepared slides
- Shares responsibilities in lab equipment scheduled maintenance and supply inventory
- Assists with maintenance of the tissue database
- Other duties as needed.

Requirements:
• Bachelor’s degree in a scientific discipline and HT/HTL (ASCP) certified or eligible.
• A minimum of 6 years of working experience in histology is required.
• Industry experience is a plus.
• Good written and oral communication skills are critical, including experience in contributing to writing SOPs.
• The candidate will need to work well within a team and have strong interpersonal skills.
• Computer skills are required and the candidate should be familiar with Microsoft Outlook, Word, and Excel spreadsheets.

GMP Assistant Chemist – CH/DP – Sorrento Valley
Oligo Processing Assistant Chemist – CH/DP – Sorrento Valley
Chemistry Assistant Chemist – CH/DP – Sorrento Valley
Chemist I – CH/DP – Sorrento Valley
• $15-30/hr Depending on Experience
• Top Three Skills: chemistry, laboratory, pipetting, oligo, HPLC, buffer prep, reagent prep, GMP
• A Bachelor’s of Science in a scientific field is required, Chemistry or Biology is preferred.
• The ideal candidate must be flexible and able to multi-task in a fast pace laboratory environment. Good organizational skills and attention to detail are required. A great attitude and the desire to learn are attributes of a successful candidate. This individual will be involved in the synthesis, processing and purification of synthetic DNA and RNA, mRNA compounds for research, diagnostic or therapeutic application. Techniques include oligonucleotide synthesis, HPLC analysis and purification, gel electrophoresis, gel filtration, conjugation chemistry and spectral analysis.
• Work Environment: wet lab environment
• Must be open to either Saturday or Sunday shift and/or second shift.
• Qualifications: A Bachelor’s of Science in a scientific field is required for this entry level position. Background in clean room and/or GMP lab environment is a plus. Candidate must be willing to potentially work a late and/or weekend shift.
• BS Chemistry, Biochemistry, Pharm. Chemistry with 6 months - 4 years exp. (open to Master's for perfect match)
• Will train on purification (SDS PAGE, Size Exclusion, or HPLC) reagent prep.
• The ideal candidate must be flexible and able to multi-task in a fast pace laboratory environment. Excellent organizational skills and excellent written and oral communication are required. A great attitude and the desire to learn are attributes of a successful candidate.

Performance Expectations: General Responsibilities
• To assist with the manufacturing of synthetic compounds.
• Responsibilities may include operation of high throughput robotics, HPLCs, SDS-PAGE, DNA synthesizers, processing data, and/or preparing aqueous/organic buffers.
• Additional Compensation: At the point of conversion offers competitive wages and a full benefit package including medical, dental, vision, LTD, and a retirement plan.
• Additional Information: From Hiring Manager: "We have found that candidates coming in have an expectation to run an HPLC, however, we determine which group they will work in based on their skillset once we’ve trained on the basics."
A Bachelor’s of Science in a scientific field is required, Chemistry or Biology is preferred. Must have more than 1 year of experience in GMP environment and one year of clean room experience.

The ideal candidate must be flexible and able to multi-task in a fast pace laboratory environment. Good organizational skills and attention to detail are required. A great attitude and the desire to learn are attributes of a successful candidate. This individual will be involved in the synthesis, processing and purification of synthetic DNA and RNA, mRNA compounds for research, diagnostic or therapeutic application. Techniques include oligonucleotide synthesis, HPLC analysis and purification, gel electrophoresis, gel filtration, conjugation chemistry and spectral analysis.

Sr. Research Associate - DP – Sorrento Valley

- $70-100k DOE
- Top Three Skills: cell therapy, small molecule, mammalian cell culture

Any involvement with IND enabling studies or the process of transitioning from research to development (ideally in cell therapy)?

Also, are any of the companies they worked for in the cancer/disease space/regenerative medicine/gene therapy?

Job Description: Senior Research Associate Responsibilities:

- Mammalian cell culture including initiation, propagation, and cryopreservation
- Basic operation of a NovoGen MMX bioprinter
- Generation and maintenance of three-dimensional (3D) tissue constructs
- Performing cell-based assays including ELISA, DNA quantitation, RNA extraction, tissue homogenization, gene expression profiling, metabolic assays
- Basic data management and processing, data interpretation, communication (written and verbal) of results, and record-keeping
- Experimental design and planning
- Analysis of bioprinted tissues and associated materials
- Assist in the preparation and writing of technical reports, grants, patent applications and manuscripts
- Preparation and maintenance of bioreactors and devices essential for tissue maturation and development
- Potential supervisory responsibilities for entry-level Research Associates and/or interns

Work Environment: Research Lab

Qualifications: Senior Research Associate Skills and Experience:

- BS, BA or equivalent degree in biology, physiology, molecular and cellular biology, biomedical engineering or a closely related field
- 5+ years of research experience in an industrial laboratory setting
- Demonstrated experience in mammalian cell culture, particularly with primary cell lines and/or stem cells and working in a biosafety cabinet
- In vivo animal model experience is desirable
- Conduct of common laboratory assays such as western blotting, qPCR, ELISA
- An aptitude for working well with others
- Self-motivated and ability to work independently
- ***NO PhD; Masters okay
- ***5 years minimum in industry (some can be academia but wants to see at least 3 years in industry)
- Performance Expectations: goal oriented, outgoing, extraverted, easy going, team oriented/driven

Research Associate III, Lead – DP – Sorrento Valley

- $50-70k DOE
- Top Three Skills: ELISA, qPCR, Enzymatic assays

Job Description: Research Associate Responsibilities:
- Coordination and oversight of team’s daily activities, supervision and training of employees.
- Customer report generation
- Primary cell culture and maintenance of bioprinted tissues for customer and internal studies.
- Develop and optimize assays aimed at cell/tissue analysis
- Identify and implement new assay technologies that have an impact on assay throughput and/or performance
- Coordinate with supply chain to ensure availability of necessary materials.
- Prepare detailed SOPs that enable transfer of validated assays to project teams and customers
- Management of junior staff members
- Other Duties as assigned
- Work Environment: Research Lab - this person will have three direct reports
- They will be in the lab 50% and supervising 50% - when they aren't in the lab they will need to help oversee the projects, troubleshooting, customer reports

Qualifications: Research Associate Skills and Experience:
- 3-5 years of work in an industrial setting required
- Substantial experience with mammalian tissue culture, reagent preparation, operation of advanced lab equipment, ELISA, QPCR, Enzymatic assays, and imaging systems required
- Experience working collaboratively within a team to meet strict deadlines
- Ability to follow protocols / standard operating procedures (SOPs) without deviation.
- Ability to accurately report work in laboratory notebooks/data reports and present results of work in departmental meetings
- Detail and task oriented
- Positive attitude and keeps calm under pressure
- Some weekend work will be required
- An aptitude for working well with others
- Self-motivated and ability to work independently
- Performance Expectations: collaboration, teamwork, function under pressure, multitask
- they have strict deadlines and will have to work on 2-3 projects at one time
- Interview Information: starts with a phone interview, then will go to an in person interview with a few folks from the team

Lab Technician – DP – Sorrento Valley
$18-22/hr DOE
Top Three Skills: cell culture, aseptic technique, ELISA

Job Description: Laboratory Technician Responsibilities:
- Culturing and compound dosing of cells and bioprinted tissues, biochemical assays (ELISA, qPCR), and histology (fixation, embedding, sectioning, staining, and imaging).
- May also be involved in establishing standard operating procedures (SOPs).
- Under supervision of senior staff executes a battery of assay technologies to evaluate effects of modulators on bioprinted tissue constructs, including ELISA, qPCR, viability and histology per established protocols / SOPs.
- Primary cell culture and maintenance of bioprinted liver tissues
- Detailed recordkeeping of experimental steps and results
- Reports results to supervisor and internally at group meetings
- Other Duties as assigned.

Work Environment: Research Lab

Qualifications: Laboratory Technician Skills and Experience:
- B.A. or B.S. in biology, physiology, molecular and cellular biology, microbiology, or closely related field
- 0-2 years of work in a laboratory setting required.
- Previous experience with mammalian tissue culture, and either ELISA, qPCR, or histology required
- Ability to work collaboratively within a team to meet strict deadlines.
- Ability to follow protocols / standard operating procedures (SOPs) without deviation
- Able to accurately report work in laboratory notebooks and present results of work in departmental meetings.
- Detail and task oriented
- Positive attitude
- Keeps calm under pressure
- Some weekend work will be required
- Performance Expectations: collaboration, teamwork, function under pressure, multitask
- they have strict deadlines and will have to work on 2-3 projects at one time
- Interview Information: starts with a phone interview, then will go to an in person interview with a few folks from the team -
- Additional Information: Shift : Thursday - Monday roughly 730-430

**Director, QA – DP – Sorrento Valley**
- $150-160k
- Is it a replacement position and has the individual moved to a different position in the company or left the company? Currently occupied by a consultant
- From the job description, it appears that the plan was to have the Associate Director, QA report to the Director - is the current plan to hire an Associate Director too? No
- How many folks in QA currently? 6 but the plan is to double it
- And how big is the company? 110
- We work in the biosimilar space
What has changed in the responsibilities of the role? Role is now also responsible for LIMS & Lab Management
What has changed in the requirements/experience needed for this role? Previous experience as a Quality Director is required

Job Description
- Review and approve master batch records, master labeling/packaging records, product specifications and other process related documents to support internal production and contract sites.
- Perform batch release through ensuring batch record and data review/approval and process deviation closures have been completed for timely release.
- Support review and/or approval of deviations, OOSs, CAPAs, change control in an efficient manner for adequate and timely closeout of these events. Lead
- Direct the vendor qualification program.
- Direct the internal GMP audits program.
- Write, revise and periodically review SOPs to further develop the Quality System and control over the quality of vendor services and products.
- Review and approve manufacturing and facility validation protocols and reports.
- Direct product recall and complaint investigations program.
- Assist in the development and tracking of Quality metrics. Prepare metrics for the Management Review and Annual Product Review.
- Review and approve product stability reports.
- Assist in the QC review of various documents, including regulatory dossiers and reports.
- As appropriate, attend project meetings and provide development quality input and lead the resolution of quality-related issues.
- Clearly communicate issues to vendors and Senior Management team in a timely basis.
- Supports the preparation, coordination, and management of regulatory agency Preapproval or regular inspections.
- Support regulatory inspections; internal and external.
- Provide Quality Assurance leadership, guidance, and direction to the Quality Assurance Department and CMOs consistent with CGMPs and quality compliance best practices.

Education and Experience
- Minimum of 10 years of Quality Assurance/Quality Systems related experience in a cGMP biologics regulated manufacturing environment is required.
- Minimum of 5 years of management experience
- Experience supporting regulatory audits.

Knowledge, Skills and Abilities
- In depth understanding of cGMP systems and processes.
- Excellent collaboration skills and the ability to work cross functionally across categories and internal stakeholders.
- Strong communication, prioritization and organizational skills.
- Strong verbal and written communication skills essential.
- Knowledge and ability to sufficiently train others on regulatory compliance issues.
• Demonstrated ability to work accurately, follow instructions/schedules/timelines and handle multiple priorities.
• Problem solver and ability to deal with a variety of concrete variables in situations where only limited standardization exists.
• Experience with MasterControl Application Suite preferred.
• The Associate Director of Quality Assurance is responsible for overseeing day to day operations in support of drug substance and drug product manufacturing.

Lab Technician – CH – Sorrento Valley

• $17.50/hr
• Top Three Skills: chemistry, materials science, inorganic synthesis
• Job Description: Laboratory Technician conducts certain experimental procedures and laboratory work according to a research plan.
• Work Environment: Industrial Lab Environment
• X is an early stage company located in San Diego, California focused on the discovery of advanced materials for energy storage and other industrial applications. Using state-of-the-art high throughput discovery workflows, X can synthesize and test thousands of materials each week. Through collaborations with industry leaders and X independent research programs, X is driving the discovery and commercialization of next generation energy storage materials.

Qualifications:
• Bachelor’s Degree or higher in a scientific field such as chemistry, chemical engineering or materials science, or equivalent work experience.
• Two or more years of laboratory experience.

Performance Expectations:
• Preparing materials for chemical experiments, including preparing materials for synthesis and dispensing chemicals according to a research plan.
• Perform inorganic material synthesis using various methods according to a research plan.
• Assembling battery components and/or test batteries for use in chemical experiments.
• Precisely following standard operating procedures (SOP’s) and other written procedures, and maintaining accurate records of work performed.
• Serving as back-up to Lab Operations Specialist, cleaning, stocking, ordering, shipping and receiving as required.

Skills:
• Basic knowledge of scientific laboratory procedures, techniques, equipment and apparatus used in a chemistry laboratory.
• Basic knowledge of health and safety practices and precautions applicable to a chemistry laboratory.
• Ability to effectively and safely operate, adapt and maintain laboratory equipment.
• Ability to utilize computer hardware and software.
• Ability to keep detailed and precise records.
• Ability to communicate and work effectively and cooperatively with lab technicians, lab manager, engineers, research associates and scientists.
Lab Technician – CH – Carlsbad

- $16-18/hr
- Top Three Skills: PCR, Molecular, instrumentation
- Job Description: Must have a bachelor’s degree in either; Microbiology, Biology, Biochemistry. Candidate will be working in the lab, responsibilities include: performing experiments on prototypes, doing data analysis. They will be training on assays, etc. Ideal candidate will have some experience with fluids or micro-fluids in general, be comfortable working with fluids, (they will provide pathogen training), general lab safety (GMP/GLP regulations).
- This position will be focused on large-scale bench screening of nanoMR’s beads and a lot of assay work. Other responsibilities include: performing experiments in accordance with written protocols, documentation and reporting of results of experiments and procedures, assisting in maintaining laboratory equipment and supplies.
- Work Environment: The company has developed first system for rapid isolation of rare cells within the blood system within 30 minutes. Example – capturing bacteria and fungi from bloodstream infections, or specific cell types (tumors, fetal, etc.)
- Looking for a person that takes initiative, does not need to be told what do, but will be proactive in recognizing what the next step is and move forward. Passionate, start up mentality/culture, dedicated, driven, flexible, willingness to learn.
- Qualifications: Bachelor of Science - Microbiology, Biology, Biochemistry
- Experience working in a laboratory environment
- Ideal candidate will have some experience with micro-fluids or fluids, assays
- Will train on specifics if candidate displays the ability and desire to learn and grow within the company
- Performance Expectations: They will train but must be comfortable in a lab setting.
- The hours are standard 40 hours per week, no overtime without advance permission. Our core hours are 9-3, but will typically allow staff to work 6-3, 9-5, etc based on personal needs. Must disclose any schedule requirements prior to start and prefer flexibility as there may be a need for occasional OT or coverage for people on vacation, etc.
- Dress code here is “business casual”.
- Interview Information: May phone screen prior to in-person interview, but could go straight to in person based on manager/candidate availability. Will interview with Ruth Bauer (Sr Scientist) who recently moved to CA when company transferred from Albuquerque. Will most likely be given a quick tour and introduced to a few other staff members during the interview.
- Additional Compensation: Opportunity for growth as company is continuing to expand operations and prefer to promote from within.
- Additional Information: Dress code is business casual, but expect professionalism.
- Company relocating from NM - all operations will be up and running by end of 2016, but in the meantime must be able to adapt to change (ex: lab re-organized, new employees joining the team, standard moving/growing adjustments).

Lab Technician – C/C-H – Murrieta

- $17-21/hr
- Top Three Skills: antisera testing, calibrator production and testing, AKTA, chromatography
Job Description: ESSENTIAL DUTIES AND RESPONSIBILITIES: this position must be able to perform all duties and responsibilities of a Laboratory Technician, as well as the following:

- Performs all activities associated with production of bulk antisera and related products in accordance with manufacturing procedures with minimal supervision.
- Sets up, adjusts and operates laboratory equipment and instruments involved in processing antisera, including assays, diafiltration and chromatography. Able to perform concentration, filtration and dialysis.
- Must be able to operate some of the following: AKTA Pilot, AKTA Explorer, BioRad and/or Scilog Systems.
- Compounds and tests calibrators in accordance with manufacturing procedures.
- Records test results in notebook and writes test reports describing procedures used.
- Writes/Assists in writing production procedures.
- Pools batches for testing as necessary, and evaluates antisera in accordance with manufacturing procedures by performing the following tests: IEP, Becker Titer, and TIA.
- Other duties may be assigned.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is frequently exposed to temperature changes. The employee may experience anything from Room Temperature (RT) to +2°C to +8°C, and a freezer temperature of -20°C.
- The noise level in the work environment is usually moderate.

Qualifications: QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. A valid California Drivers License is desired in this position. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- EDUCATION and/or EXPERIENCE: Bachelor's degree (B.S.) from four year college or university in chemistry or life science; or two to three years related experience and/or training; or equivalent combination of education and experience.
- LANGUAGE SKILLS: Ability to read, analyze, and interpret professional journals, technical procedures. Ability to write reports and procedures. Ability to effectively present information and respond to questions from managers or employees.
- OTHER SKILLS and ABILITIES: Must have demonstrated ability to multitask. Some knowledge and experience of functions in Operations. Computer skills, knowledge of commonly used software programs for word processing, spreadsheets and databases and the ability to maintain complete, clear, concise scientific records.

Planner – DP – Vista

- $45-65k
- Top Three Skills: Make to order, production planning, erp/mrp
- Job Description: Responsible for customer accounts as assigned.
• Interface with multiple departments throughout the company, Client Services, Manufacturing, Engineering, Quality, Warehouse/Shipping, R&D to obtain company goals for customer service and quality.
• Reviews material requirements prior to the start of production; works with Purchasing and Quality to identify requirements for meeting production start dates.
• Releases batch records to production; monitors progress through manufacturing operations to ensure shipment dates are met.
• Reviews and balances manufacturing work center schedules within manufacturing guidelines.
• Works with contract manufacturers to ensure accurate flow of materials to meet production schedules.
• Point of Contact for coordinating fulfillment of all NAIE purchase orders; reviews material availability; coordinates shipment of product; ensures all required documents are provided to NAIE.
• Ensures minimal excess inventory of bulk and finished goods through monitoring of yields and coordinating with Client Services for customer approval to ship when excess product is produced.
• Coordinates with R&D and Client Services for successful new product launch.
• Participates in the Materials Review Board (MRB) to advise on impact manufacturing/shipping schedules.
• Continually looks for ways to improve processes within Planning; provides recommendations for process improvement across department that support operational goals for customer service, quality, reduction in cost and innovation.
• Back up to the Master Scheduler in his/her absence.
• Works with a minimal amount of supervision.

Work Environment:
• Qualifications: 3 - 5 years planning experience in a multi-site, Batch manufacturing environment.
• Associates degree or higher
• Hands-on experience with MPS/MRP/CRP. preferably using BaaN IV or newer.
• CPIM preferred for Senior Planner
• Scheduling experience.
• Working knowledge of GMPs.
• CPIM or recent course work towards completion preferred.
• Effective interpersonal, oral and written communication skills.
• Strong analytic skills as well as organizational skills are essential.
• Detail oriented.
• Ability to operate in a rapidly changing environment.

QA Technician – CH – Carlsbad
• $14-15/hr

Job Summary
• The Quality Administrator is responsible for technical duties involving prototyping, scale ups quality assurance and compliance with applicable regulatory requirements; reviews and edits documentation and data. Performs prototyping of new product and quality control sampling,
inspections, checks, and tests during the manufacturing of products. Inspects of materials, parts and products at different stages of production. Records observations and may make recommendations to improve processes. Maintains quality logs, fills out reports and submits for approval, edits and maintains SOPs. Performs monthly sanitation inspection, assists in regular safety and quality training, monitors and tracks environmental testing. May assist on auditor and regulatory inspections.

Responsibilities and Duties
- Monitor manufacturing to ensure quality standards
- Edit master records, SOP’s using change control procedures
- Assist in training and performing procedures
- Maintain and ensure logs are properly documented
- Perform verifications of finished goods
- Assist in investigating and resolving customer complaints
- Ensure clean room procedures are followed
- Perform verification and calibration of equipment
- Responsible for technical duties involving prototyping, scale ups quality assurance and compliance with applicable regulatory requirements; review and edit documentation and data.
- Record observations and may make recommendations to improve processes.
- Maintain quality logs fills out reports and submit for approval, edit and maintain SOPs.
- Perform monthly sanitation inspection, assist in regular safety and quality training, monitor and track environmental testing.
- May assist on auditor and regulatory inspections.

Qualifications and Skills

Education
- Associates or Bachelor’s degree (or equivalent experience) in Science, Chemistry, Biology, Nutritional Science or Quality Engineering or a related field preferred.

Experience
- Minimum of 0– 2 years’ experience in an FDA-regulated industry, such as food, pharmaceutical or supplement manufacturing, or administration.

Skills
- High level of detail orientation
- Knowledge of Microsoft Office products
- Great administration skills such as, organization, filing, documentation

Requirements
- Meet requirements for and pass fork-lift certification
- Physical Demands : lifting up to 40 lbs, frequent and prolonged standing, bending, reaching and climbing (ladders); confined work spaces; comply with gowning, gloves and other GMP requirements
- Manual Dexterity : operate computers, machinery, clean equipment and enter data (keyboarding)
- Audible/Visual Demands : eye and ear protective equipment required at times