Sr. Director of Reagent Development and System Integrations

Overview:

The Senior Director of Reagent Development and System Integration is responsible for leading the team of biologists that performs the primary validation activities for the Life Science group's instrument, reagent and software development projects. These products will enable Bio-Rad's Life Science Group to lead the industry and create a sustainable advantage for the company. In this role, you will collaborate with R&D peers, Marketing, Business Development and Executive Management to drive key activities in product development across the entire portfolio of LSG products. Key attributes for success in this role include the ability to build strong relationships at multiple levels in the organization, strong technical and scientific capabilities, a broad understanding of fundamental genomic, proteomic, and cell-based technologies, strong leadership skills and the ability to clearly communicate complex technologies to audiences at various levels of the organization. In this role, you will be expected to remain conversant with current relevant technologies across the life science research space.

You will focus on two key activities. Key to success is ensuring product performance in customer hands and often involves collaboration with internal as well as external partners. Additionally, this team is responsible for the development of reagents for proteomic, genomic and cell biology applications. While your main responsibilities are around new and innovative product development, you will also have a significant role in contributing to technology assessment activities, mostly in early phases while key business leaders from Marketing, Business Development and Corporate Development are looking for technical input on the viability and relevance of a given opportunity. This team is the key internal customer proxy and is closely involved in product definition, requirements clarification and representing the use of Bio-Rad products in customer hands.

Life Science Group R&D

The Life Science Group R&D team is a collaborative group of engineers, chemists, biologists, and software developers who thrive working at the forefront of innovation. With a primary focus on advancing scientific discovery and improving lives, we optimize technologies like Droplet Digital PCR, new chemistries for sensitivity and specificity in cell biology, protein analysis and purification, and software tools, including AI for data analysis. We’re driven by our mission and the meaningful impact we make every day delivering solutions that work for our customers from bench to bedside.

How You’ll Make An Impact:

- Manage (hire and develop) staff of scientists, to support a wide range of core applications and capabilities in our proteomic, genomic and cell biology applications.
- Manage staff of scientist focused on customer facing applications development to support the ongoing commercial growth and success of new products and new market opportunities.
- Support product definition throughout the development lifecycle across the entire range of the LSG portfolio. This includes input on design specifications, customer workflows and validation of performance with respect to intended use in target applications.
- Lead groups responsible for development of assays and reagents across the Life Science group portfolio.
- Remain current on significant scientific trends, developments and innovative technologies that drive important changes to our markets and products.
- Provide support for sustaining activities across the entire LSG product portfolio. This can include support for transfer between manufacturing sites, detailed technical input and troubleshooting support for legacy products and validation work resulting from design changes of released products.
- Lead the teams responsible for system validation of instrumentation and software such as flow cytometry, qPCR and molecular imaging products.
What You Bring:

- PhD in Biological Sciences, or related field.
- At least 15 years work experience in the life science industry or a related field.
- A proven track record in the validation and development of new products in the life-sciences space.
- An effective manager who has broad R&D experience involving development of scientific instruments and reagents.
- Excellent verbal and written communication skills with strong customer focus.
- Excellent organizational and follow up skills with strong attention to detail.
- Ability to meet time sensitive deadlines and to adapt to a changing environment.
- Strong innovation and networking skills.
- Strong analytical and problem-solving skills.
- Highly motivated with the ability to work independently.
- Strong business acumen and ability to translate technology to potential business impacts.
- Demonstrated ability to make things happen—this is an important characteristic.
- Success in this role involves building and maintaining strong relationships with teams across the entire organization.
- It is important to recruit advocates and experts from other teams as new technologies are evaluated and introduced. Additionally, building strong relationships with the marketing team is paramount.

Location: Company Headquarters – Hercules, CA

Vaccination Requirement: Ability and consent to upload proof of completed Covid-19 vaccination into our secure database within 3 days of start date.

Who We Are: For 70 years, Bio-Rad has focused on advancing the discovery process and transforming the fields of science and healthcare. As one of the top five life science companies, we are a global leader in developing, manufacturing, and marketing a broad range of high-quality research and clinical diagnostic products. We help people everywhere live longer, healthier lives. Recently voted a Best Place to Work, Bio-Rad offers a unique employee experience with collaborative teams that span the globe. Here, you are supported by leadership to build your career and are empowered to drive change that makes an impact you can see.

Benefits: We’re proud to offer a variety of options, including competitive medical plans for you and your family, free HSA funds, a new fertility offering with stipend, life and disability, paid parental leave, 401k plus profit sharing, employee stock purchase program, a new upgraded and streamlined mental health platform, extensive learning and development opportunities, education benefits, student debt relief program, pet insurance, wellness challenges and support, paid time off, Employee Resource Groups (ERG’s), and more!

EEO Statement: Bio-Rad is an Equal Employment Opportunity/Affirmative Action employer, and we welcome candidates of all backgrounds. Veterans, people with disabilities, and people of all races, ethnicities, genders, ages, and orientations are encouraged to apply.

Agency Non-Solicitation: Bio-Rad does not accept agency resumes, unless the agency has been authorized by a Bio-Rad Recruiting Representative. Please do not submit resumes unless authorized to do so. Bio-Rad will not pay for any fees related to unsolicited resumes.