



Join a Team that Lives to Improve Lives

People come to Genentech from across disciplines and across the world to solve our most challenging medical conditions. You'll find inspiration in our passion for biotechnology, our purpose to positively impact the lives of millions of patients and our dedication to our people. Joining Genentech means being part of a tradition of inquiry that will change the world. It means embracing our failures as much as our successes. It requires a willingness to look beyond the edge of what's possible. And a focus on doing the day-to-day work that makes great science happen.

The following opportunity exists in our South San Francisco, CA headquarters:

Associate Director/ Director, Drug Discovery Outsourcing

Description

Genentech Small Molecule Drug Discovery (SMDD) discovers and develops first-and-best in class medicines for patients in a variety of disease areas such as oncology, immunology, neurology and infectious disease. The Associate Director / Director of SMDD Outsourcing is responsible for the long term vision, and strategy of the SMDD Outsourcing Group of approximately 450 Contract Research Organization (CRO) employees worldwide. The Associate Director / Director is responsible for complementing the on-site work and strategies of SMDD including establishing budgets and monitoring progress toward milestones and SMDD goals, and ensuring that operational procedures comply with regulatory, health, and safety protocols. The Associate Director / Director will communicate effectively and coordinate activities across multiple functional areas and programs within SMDD including Discovery Chemistry, Biochemical Pharmacology, Drug Metabolism and Pharmacokinetics as well as Pharmaceuticals. He/she will align with internal stakeholders such as other gRED functions, procurement, compliance, alliance management, group audit, ECAW, etc. and is responsible for the operational oversight of working with our CROs. He/she facilitates interactions and enhances business relations with CROs and is our spokesperson.

Responsibilities:

- The responsibilities for Associate Director / Director of Drug Discovery Outsourcing include:
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- Enhancing, maintaining, and monitoring the vision and strategy for the SMDD Outsourcing Group.
- Planning and executing outsourcing strategy and framework to mitigate business risk.
- Supporting the SMDD functions and Project Team Leaders who will provide the technical and scientific oversight of the outsourcing activities and creating an aligned strategy across these functions.
- Creating a high performing and motivated group of CROs through exceptional leadership, ongoing talent management, continuous personnel development, and effective performance management.
- Providing strategic operational guidance ensuring CROs' capability, capacity, and lead-time to meet Genentech requirements.
- Set context and framework for the Request for Proposal (RFP) process for outsourced providers
- Monitoring CRO performance and industry trends.
- Serving as a liaison between CROs and Genentech SMDD by establishing collaborative relationships, thereby influencing CROs to ensure the success of outsourcing. Must build robust collaborations with other key internal stakeholders across all of Genentech.
- Serving as chair and/or vital member of the SMDD CRO Outsourcing Team and representing SMDD on Genentech CRO leadership teams.
- Providing mentoring, supervision, and career development for a team of CRO leads.
- Presenting at group and department meetings.
- Represents SMDD on cross-industry forums and organizations. Also, interfaces with pRED (Roche colleagues in Basel).

Who You Are

- Education: Ph.D. (or 7+ years industry experience) in chemistry preferred or biology, life sciences, or related scientific field with relevant work experience in the biopharmaceutical or CRO industry.
- At least 5 years' experience in a comparable role. MBA is a plus but not required.
- The individual must have strong experience in and understanding of the drug discovery and development CRO landscape.
- Evidence of strong negotiation and interpersonal skills with the ability to develop close working relationships with internal stakeholders and CROs.
- Proven ability to lead people, groups, and teams.
- Proven business acumen in developing and adhering to budgets.
- Proven ability to manage, motivate and inspire a diverse group of staff to produce exceptional results.
- Proven ability to positively and strategically influence employees at all levels and an accomplished record of leading cross-functional teams in a highly matrixed organization.

- Excellent judgment and demonstrated analytical ability and problem-solving skills.
- Demonstrated ability to identify and mitigate issues, manage conflict, and provide alternative solutions.
- Excellent oral and written communication skills.
- Ability to plan and organize effectively.
- Must be detail oriented, with an ability to work both independently and in a team-based environment.
- Occasional travel both domestic and international.
- Fluency in Chinese is a plus but not required.

Who We Are

Genentech, a member of the Roche group and founder of the biotechnology industry, is dedicated to pursuing groundbreaking science to discover and develop medicines for people with serious and life-threatening diseases. To solve the world's most complex health challenges, we ask bigger questions that challenge our industry and the boundaries of science to transform society. Our transformational discoveries include the first targeted antibody for cancer and the first medicine for primary progressive multiple sclerosis.

[Diversity and Inclusion](#) (D&I) are critical to the success of our company and our impact on society. We believe that by championing diversity of background, thought and experience, we can foster a sense of belonging and provide an environment where every employee feels valued, included, and able to contribute their best for the patients we serve. We're focused on attracting, retaining, developing and advancing our people to their full potential by rewarding bold ways of thinking and integrating inclusive behaviors into every aspect of our work.

The next step is yours. [Apply today!](#)

Genentech is an equal opportunity employer & prohibits unlawful discrimination based on race, color, religion, gender, sexual orientation, gender identity/expression, national origin/ancestry, age, disability, marital & veteran status. For more information about equal employment opportunity, visit our [Genentech Careers](#) page.

At Genentech, we share salary ranges with applicants during the recruiting process, if requested. Third party salary estimates may not be accurate or up-to-date.