
Fermentation Development Expert and Team Lead

Company Overview

AgBiome is a biotechnology company using new knowledge of the plant-associated microbiome to create innovative products for agriculture and life sciences. We are currently focused on being the leader in discovering and developing new biologicals, traits, and chemicals for protection of crops from insects, fungi, weeds, and nematodes. We have a unique culture and have been named repeatedly as one of Inc. Magazine's 'Best Places to Work'. We employ approximately 100 colleagues and occupy a state-of-the-art facility (office, labs, greenhouse) in Research Triangle Park, NC.

Position Overview

AgBiome is seeking a Fermentation expert to lead a team of scientists and engineers to successfully drive our pipeline projects through the development phase and into production.

Specific Responsibilities

- Serve as the Fermentation Team lead, providing guidance to the fermentation team to ensure project success and to manage equipment and personnel resources
- Serve as an industry expert in understanding the critical path to optimizing fermentation processes to be robust, economical and commercially viable.
- Understand and develop economic models to evaluate processes and guide development efforts.
- Possess in-depth process knowledge and act as an expert in understanding pilot scale manufacturing capabilities and limitations.
- Identify and manage pilot plant capacity to meet the technical and regulatory needs of the projects as they move through the development phase and into production.
- Liaise with the Production Team on product specific Tech Transfer packages
- Liaise with the Regulatory Team on product registrations
- Develop a long term growth plan for our Fermentation team, to include required people/skillsets and associated technical capabilities
- Support team members on fit for purpose experimental design to address specific project needs in an efficient and direct manner. May include hands on experimental support as needed
- Build and monitor annual team budgets as needed per AgBiome policy and procedures

- Serve as the technical expert on Project Teams and translate Project goals into action plans for the Fermentation team
- Integrate information from Research, Development and Commercial teams into coherent Functional objectives for Fermentation. Anticipate future needs and build the necessary technical capabilities.
- Willing to travel as needed. Travel commitment <20%

Required Skills, Competencies and Behaviors

- Highly collaborative, communicative and transparent.
- High emotional intelligence and well-developed conflict management skills.
- Demonstrated success using an influencing leadership style, which is critical to success in AgBiome.
- Flexibility to assume a variety of roles in our rapidly developing company.
- Ability to manage ambiguity in self and others in a highly dynamic working environment
- Strong leadership skills including exceptional technical and interpersonal skills to effectively work with a diverse group of people across interdisciplinary teams.
- Strategic planning, especially the ability to assess organizational needs/gaps and propose the most effective solutions.
- Ability to communicate effectively, both written and verbal, at all levels of the organization.
- Ambition to continue learning the most current developments in the fermentation industry and bioprocessing.
- Experience with fermentation scale-up including, upstream and downstream processing at pilot scale.
- Direct experience with successful tech transfer to production scale.

Qualifications (Education and Experience)

- Degree in Chemical Engineering, Biochemistry, Microbiology or related field and relevant experience in developing fermentation processes. PhD with 5+ years experience or MS with 8+ years experience or BS with 10+ years experience.

At AgBiome we don't look for cultural fit; we seek cultural add. Not only do we value all the perspectives our colleagues bring to the table, we purposely cultivate this as participation and collaboration are so key to our DNA.

We welcome everyone to apply, especially those individuals who are underrepresented in the industry - people of color, LGBTQI+ people, women, individuals with disabilities (both seen and unseen), veterans, people of any age or family status. We understand the value

that diversity of thought and experience brings our company, and we strive to create a working environment that is inclusive, psychologically and physically safe, and ensures everyone can be heard and valued for their contributions. Just like in nature, we understand diversity makes us stronger and more successful, and we also know it takes an inclusive workplace with a strong sense of belonging to fully empower us.

We do not discriminate on the basis of race, color, ancestry, religion, national origin, sexual orientation, age, citizenship, marital or family status, disability, weight, gender identity or expression, veteran status, or any other legally protected status.

Principals only please