



Head Analytical Development Bioconjugates

Job Description Summary

Today Lonza is a global leader in life sciences. We are more than 15,000 employees in more than 100 locations around the world. While we work in science, there's no magic formula to how we do it. Our greatest scientific solution is talented people working together, devising ideas that help businesses to help people. In exchange, we let our people own their careers. Their ideas, big and small, genuinely improve the world. And that's the kind of work we want to be part of.

Lonza in [Visp](#) is looking for a Head of Analytical Development Bioconjugates. With the new organizational setup for Biologics in Visp and the growing demand in Bioconjugates, we will establish an independent team for analytical development (AD) to support the future Bioconjugates business. We are looking for a highly skilled and talented group leader who is ready to take over a key role to establish and manage AD Bioconjugates. The team will be responsible for implementation, development and optimization of analytical methods to support process development activities and establish the analytical tools to allow manufacturing activities in the further lifecycle of the programs. To enable this, AD will run co-validations under cGMP in close collaboration with QC. Additionally the team is responsible for testing and release of non-GMP development and pilot batches as well as non-GMP stability studies.

The head of the analytical development team stands out based on his/her leadership skills combined with technical expertise, the pronounced ability to collaborate, and be able to drive results.

Key responsibilities:

- Responsible for the organization, technical assessment and prioritization of the operational analytical development activities as e.g. establishing and co-validating analytical methods enabling release-testing of non-GMP as well as future cGMP batches manufactured in Lonza's bioconjugation facilities.
- Coordinates the various projects in the AD group, allocates resources to the projects based on project lifecycle, evaluated resource and agreed upon priorities.
- Defines the analytical development work-stages and provides input for proposals. Verifies costing and AD financials by analyzing planned versus actual costs of executed work-stages.
- Interacts with the business unit by representing analytical development during customer project acquisition phase as well as by actively supporting escalation procedures for existing programs.
- Ensures an optimal cooperation with the other bioconjugates groups (process development, QC, operations, MSAT) as well as with analytical development teams of other technologies as microbial, mammalian, or small molecules. Promotes cross-training and support.
- Manages the analytical development staff, including recruitment, definition of personal and team targets, review and management of staff performance and supporting individual development. Coach, mentor and train the teams to ensure robust succession planning.

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Key requirements:

- Master degree or PhD in a relevant field, extensive industrial experience required, ideally several years in a leadership position combined with analytical development expertise.
- Strong analytical, planning, and prioritization skills and the ability to digest large, complex volumes of data and summarize for communication to different levels of management and employees.
- Strong networking skills with demonstrated experience representing an organization outwardly, naturally collaborative with a proven ability to partner and influence others at various levels of the organization.
- Ability to actively partner with cross-functional working groups.
- Agile, highly motivated and dynamic drive.
- Is able to develop and nurture an organizational culture encompassing agility, target-orientation and collaborative spirit.

Every day, Lonza's products and services have a positive impact on millions of people. For us, this is not only a great privilege, but also a great responsibility. How we achieve our business results is just as important as the achievements themselves. At Lonza, we respect and protect our people and our environment. Any success we achieve is no success at all if not achieved ethically.

People come to Lonza for the challenge and creativity of solving complex problems and developing new ideas in life sciences. In return, we offer the satisfaction that comes with improving lives all around the world. The satisfaction that comes with making a meaningful difference.