

Position: Associate Director/Director/Senior Director, Protein Engineering

Department: Research and Development

Reports To: Vice President, Research and Development

Position Summary

As an Associate Director/Director/Senior Director (position level commensurate upon experience), you will lead efforts in protein engineering, applying molecular biology, structural biology, and computational tools to design and optimize therapeutic proteins with enhanced function, stability, and developability. You will drive scientific innovation while collaborating closely with colleagues in discovery biology, immunology, and translational science.

This is a high-impact, hands-on leadership role ideal for a protein scientist passionate about creating biologics that make a difference for patients.

Key Responsibilities

- Design, engineer, and optimize therapeutic proteins (e.g., antibodies, fusion proteins, cytokines, enzymes) for function, stability, manufacturability, and reduced immunogenicity.
- Apply rational design, directed evolution, display technologies (phage, yeast, or mammalian), and/or AI-guided approaches to protein optimization.
- Guide the selection and development of expression systems and purification strategies.
- Characterize biophysical and biochemical properties of engineered proteins, including binding affinity, aggregation, thermal stability, and solubility.
- Collaborate cross-functionally to align protein design with biological function, assay development, and downstream translational goals.
- Manage external partnerships with CROs, consultants, or academic labs as needed.
- Contribute to intellectual property strategy and write technical sections for patents and regulatory documents.
- Mentor junior scientists and help build a culture of scientific excellence and collaboration.

Qualifications

- PhD in Protein Engineering, Structural Biology, Biochemistry, Molecular Biology, or related field
- **7+ years** of industry or postdoctoral experience in therapeutic protein design and optimization
- Deep expertise in protein expression, purification, characterization, and engineering strategies
- Proficiency with protein modeling tools, structural data interpretation, or computational design platforms
- Well versed in protein engineering techniques including rational mutagenesis, computational design, directed evolution, and experience with yeast and phage display methods.
- Experience with screening platforms is a plus
- Strong data analysis and communication skills, with the ability to present findings to both technical and non-technical audiences
- Track record of innovation and scientific contributions (e.g., publications, patents, IND support)

Preferred Qualifications

- Experience working in early-stage biotech or platform technology development
- Familiarity with CMC considerations and developability assessments
- Prior work with bispecific, ADCs, or novel protein scaffolds
- Understanding of immunogenicity prediction and mitigation strategies