

Site Head Montreal

Role Overview

We are seeking a dynamic **Site Leader** to lead and grow our Montreal operations. This role is ideal for a scientifically strong, operationally capable leader with prior experience in a CRO or service-oriented environment. You'll oversee a multidisciplinary team of ~15 (including scientists and functional managers), act as the face of SpiroChem in the ecosystem interacting with clients and partners. You will work closely with our Basel headquarters on strategy execution and operational excellence.

Key responsibilities

Leadership & Operations

- Lead, mentor, and inspire a growing cross-functional team at the Montreal site.
- Drive operational excellence, ensuring projects are delivered on time, on budget, and to the highest scientific standards.
- Implement directives from Basel HQ while adapting them to the local context.
- Manage budgets, resources, and KPIs to ensure site-level accountability.
- Responsible for recruitment and team expansion in line with project and company growth.

Scientific Oversight

- Provide guidance on synthetic and medicinal chemistry projects as needed.
- Maintain scientific rigor and help troubleshoot complex project challenges.
- Foster a culture of continuous learning and high performance.

Client & Ecosystem Engagement

- Act as the primary on-site contact for clients, ensuring top-tier service and satisfaction.
- Build and maintain strong relationships with current and prospective clients.
- Represent SpiroChem at local events, industry conferences, and within the Montreal biotech ecosystem to promote our brand and services.
- Identify and develop new business opportunities in collaboration with the commercial team.

Collaboration with HQ

- Work in close coordination with Basel HQ to align site operations with global strategy.
- Report progress regularly and proactively communicate risks, challenges, and growth opportunities.

Experience and skills required:

- Ph.D. in Organic or Medicinal Chemistry, including extensive experience with multi-step organic synthesis and small molecule drug discovery;
- Background or expertise in Macrocycles/peptide chemistry;
- Strong hands-on experience or oversight of SPPS (solid-phase peptide synthesis);
- Minimum of seven (7) years pharmaceutical/biotechnology industry experience;
- Proven experience managing scientific teams and client relationships;
- Demonstrated track record of successful project delivery.

Key Competencies:

- Flexibility and ability to work successfully in a fast-paced, multidisciplinary, dynamic environment;
- Exceptional track record of scientific achievement, as demonstrated by a successful record of R&D accomplishments and peer-reviewed publications;
- Keen analytical mindset, superb technical skills, goal-oriented, attention to detail, able to adapt quickly to changing priorities and maintain competitive timelines;
- Demonstrated ability to lead successful scientific teams;
- Solid people management and leadership skills;
- Excellent oral and written communication and presentation skills;
- Outstanding organizational skills.

Application Process

Applications must be made until August, 31st, to the email jobs@cyclenium.com with a CV.