

(Senior) Director, Process Development

Director/Senior Director · Zurich, Switzerland · Clinical-Stage · Autoimmune Pipeline · Novel Biologics Expression Platform · Series B

JOB CODE: Z26011_DPD

ABOUT THE COMPANY

Glycoera is a clinical-stage biopharmaceutical company based in Zurich and Boston, advancing novel autoimmune therapeutics built on a proprietary biologics expression platform. Well-funded and scientifically rigorous, we are translating breakthrough science into medicines for diseases with significant unmet need — and building a world-class team to match our ambition.

THE OPPORTUNITY

The (Senior) Director, Process Development owns end-to-end process development for Glycoera's biologics pipeline, from early-stage design through clinical trial material supply. This is a hands-on leadership role with deep personal accountability for downstream process excellence, CDMO tech transfer, and enabling clinical programs to move fast without compromising quality. The right candidate is a practitioner-level expert who understands commercial viability but is laser-focused on the tradeoffs that matter now: speed, quality, and fit-for-purpose processes for the clinic.

KEY RESPONSIBILITIES

Process Development Leadership

- Lead upstream and downstream process development for therapeutic proteins across Glycoera's expression platform, with hands-on emphasis on downstream purification.
- Design, develop, and optimize robust, scalable processes — balancing speed to clinic with product quality, process understanding, and long-term manufacturability.
- Develop purification processes for Fab, mAb, and novel protein scaffolds, including capture, intermediate and polishing chromatography, and UF/DF for high-concentration subcutaneous formulations.
- Ensure all processes are CMC-compliant and fit-for-purpose, supporting rapid IND-enabling and clinical supply timelines.

Tech Transfer & CDMO Partnership

- Lead technology transfer to CDMOs with a first-time-right philosophy — establishing rigorous transfer packages, process characterization data, and site readiness criteria.
- Serve as primary technical interface with CDMO partners during transfer, scale-up, and GMP clinical manufacturing campaigns.

CMC Regulatory & Team

- Define process validation and characterization strategy in a stage appropriate manner, aligned with ICH guidelines and global regulatory expectations; author and review CMC sections of regulatory submissions.
- Build and develop the Process Development team; foster scientific excellence, accountability, and a culture that thrives in a lean, fast-moving environment.

QUALIFICATIONS

Required

- PhD in biochemistry, chemical engineering, or related discipline; 12+ years of CMC process development experience for recombinant biologics.
- Deep expertise in downstream purification at industrial scale — chromatography, UF/DF, and high-concentration formulation for subcutaneous delivery.
- Solid upstream process development experience and demonstrated ability to integrate end-to-end processes for quality and clinical supply.
- Proven success leading technology transfer to GMP CDMO manufacturing for clinical trial supply.

- Hands-on, self-driven, and comfortable making and owning tradeoff decisions in ambiguous, resource-constrained environments.

Preferred

- Experience with Fab, mAb, and novel scaffold modalities across multiple expression systems.
- Background in autoimmune, immunology, or adjacent therapeutic areas.
- Series B/C biotech experience; fluency operating lean, CDMO-reliant CMC organizations.

What We're Looking For

Hands-on expert: Never too senior for the data; equally effective at the bench and in strategic discussions.

Speed-quality navigator: Makes smart tradeoffs to keep clinical programs moving — without losing sight of what matters for patients and regulators.

Builder mentality: Thrives in ambiguity, energized by building rather than maintaining, comfortable without a large support infrastructure.

First-time-right mindset: Approaches CDMO transfers with rigor and foresight — anticipates failure modes before they materialize.

*Glycoera is an equal opportunity employer committed to building a diverse and inclusive team.
Candidates are encouraged to submit a CV and brief cover letter describing relevant process development experience and
CDMO tech transfer outcomes.*