

## RECRUITMENT

### **Deputy Director of URD ABI** (Scientist in biotechnology)

**Keywords:** biotechnology, applied microbiology, fermentation, management

URD ABI of AgroParisTech (<http://www.urd-abi-agroparistech.com/>) located in the European Center of Biotechnology and Bioeconomy (CEBB, <http://www.cebb.innovation.eu>) at Pomacle (20 km from Reims, France) is looking for an enthusiastic and outstanding scientist to join us as Deputy Director to strengthen the existing management team. The scientist will (1) contribute to the strategy and management of the unit's daily life, and (2) provide inspirational research excellence and leadership in biotechnology.

#### **ABOUT URD ABI:**

URD ABI is a research unit of AgroParisTech dedicated to the valorization of agro-resources and biorefineries byproducts, founding member of the CEBB. With expertise in white biotechnologies, green chemistry and process engineering, the unit works on multi-disciplinary research projects aiming at the development of new industrial processes allowing integrating the transformation of byproducts of agriculture into high value-added chemicals such as biopolymers, fine chemicals, functional additives or cosmetics.

#### **MISSION:**

The successful candidate will join our very dynamic and well-equipped research unit and be appointed as Deputy Director. (S)he may eventually also be appointed as leader of our "Biotechnology" team and will develop research on applied microbiology for biomass valorization, bio-based molecules production and green chemistry.

As deputy director, the candidate will accompany the Director of the unit in his duties, represents him in his absence and, by delegation of the Director of the URD, ensures the organization and coordination of the daily life of the laboratory.

A world-class scientist, (s)he will conduct research in biotechnology in parallel with the above-mentioned missions, and (s)he could eventually assume responsibility of the biotechnology team in the short-medium term. As team leader, the candidate will be responsible for and manage the research projects investigated by the permanent scientists, the post-docs and graduate students from his(her) team. (S)he will also work in close collaboration with the "Green Chemistry - Polymer/Material" and "Downstream Processing and Chemical Engineering" teams.

In the medium term, the responsibilities of the Deputy Director of the ABI URD may also evolve according to the new role(s) that the current Director of the URD may be required to assume in the unit, in the CEBB or in AgroParisTech.

Giving presentations at national and international conferences, publishing scientific articles in peer-reviewed journals as well as grant proposal writing will be part of the work routine.

As our team is dedicated to innovation and its transfer towards industry, the candidate will work closely with industrial partners.

Join us on a **permanent contract (French CDI with a probationary period of 4 months)**. NB: A “détachement” for candidate holding a permanent position from a French University, CNRS, INRA or similar institutions can be considered as well.

The level of salary will be dependent upon qualification and experience.

#### **CANDIDATE PROFILE:**

The successful candidate will hold a PhD in Biotechnology – or related fields – with a >5-10 years experience as a team leader in academia (Assistant, Associate or Full Professor level) or in industry, and have a strong publication/patent track record. (S)he will also hold an HDR (Habilitation) or be able to get one in a timely fashion; if coming from industry, candidate should have already successfully supervised one or more graduate students.

(S)he will have been highly successful in securing grants or budgets.

(S)he will have extensive relevant experience in an academic, an industrial or other professional environment, an international outlook, excellent English skills, and make significant scholarly contribution based on research excellence, integrity and impact that fits our unit.

#### Major competences sought:

- Biotechnology
- Microbiology and fermentation technology
- A passion for sustainability & biomass valorization
- A passion for innovation
- A willingness to work in a pluridisciplinary laboratory
- A willingness to work closely with industry
- Familiarity with instrumentation
- A pragmatic approach and a sense of urgency
- Good social skills and team work habits

**\*\*\*\*\* A detailed job description is available at the end of this document \*\*\*\*\***

This position is based at: *CEBB – 3, rue des Rouges Terres 51110 Pomacle, FRANCE*

#### **Application:**

Application and informal inquiries about the post should be sent to the Director of URD ABI, Prof. Florent Allais ([florent.allais@agroparistech.fr](mailto:florent.allais@agroparistech.fr). Phone: + 33 3 52 62 05 62, Mobile: +33 6 33 69 81 26). Applications must include: a full and up-to-date CV, a complete list of publications, oral and poster presentations, a cover letter for the position, and 3 letters of recommendation from internationally recognized peers.

## Job description: Deputy Director URD ABI

As a member of the management team, he or she accompanies the Director of the unit in his duties, represents him in his absence and, by delegation of the Director of the URD, ensures the organization and coordination of the daily life of the laboratory.

A world-class scientist, (s)he conducts research in biotechnology in parallel with the above-mentioned missions, and (s)he could eventually assume responsibility of the biotechnology team in the short-medium term.

In the medium term, the responsibilities of the Deputy Director of the ABI URD may evolve according to the role that the current Director of the URD may be required to assume in the unit, in the CEBB or in AgroParisTech.

### Managerial missions at the unit level:

- Co-establish, with the Director, the short, medium and long-term strategy of the unit, ensure its implementation.
- Accompany the director or represent him during meetings with funders, academic and industrial partners, or any other event requiring the presence of the unit's management.
- Co-establish, with the director, the budget, and control its distribution and execution. Track and analyze expenses.
- Design and implement management, performance, and decision-making indicators.
- With the Director, conduct the annual interviews of the team leaders, doctoral students and post-doctoral students of the unit and, if necessary, conduct the annual interviews of the permanent members of his/her team alone.
- In close collaboration with the valorization officer, ensure the follow-up of the laboratory's research contracts and agreements.
- In close collaboration with the unit's internal communication unit and the AgroParisTech communication department, ensure the flow of information within the unit and externally.
- Interact with the AgroParisTech Innovation and AgroParisTech departments for budget and human resources management.
- In close collaboration with the QHSE manager, ensure the application of the QHSE approach in the management of the unit's activities.

### Scientific missions:

- (Co)-supervision of graduate students and post-doctorate fellows
- Update his/her knowledge on the evolution of biosynthesis techniques
- Ensuring scientific and technological monitoring
- Transfer skills within the framework of training actions (research training)
- Develop activities at disciplinary interfaces
- Be involved in national and international research projects as a leader
- Respond to project calls and search for industrial contracts
- Promote scientific results (patents, scientific articles)
- Develop sustainable collaborations at national and international level and participate in the construction of partnership networks (at European and international level)
- As part of a team responsibility:
  - Carry out a research strategy for the team
  - Promote the team's scientific results at major scientific events

- Supporting the career progression of team members

#### Operational skills:

- Expert in biotechnology
- Have the habilitation (HDR), or able to obtain the HDR in the short term
- Ability to manage and lead a team
- Working as a team
- Preventing and managing conflicts
- Delegate and evaluate
- Ability to develop and maintain professional networks
- Budgetary, administrative and legal knowledge of the institution, organization and functioning of higher education and public research
- Apply and enforce a set of rules and procedures
- Know Intellectual Property Law
- Knowing the prevention of occupational risks
- English Language (Expert)

#### Behavioural skills:

- Demonstrate important interpersonal skills
- Organizational skills
- Rigor / Reliability
- Reactivity
- Strength of proposal
- “Think out of the box”
- Appetite for multidisciplinary