

## SPEKIFIKATION

### CPO - Chief Production Officer F/M/D

#### THE COMPANY

- Our client is a true "hidden champion" - a biotechnology company that is the first in the world to produce special biopolymers on an industrial scale using a patented biotechnological process. These biopolymers are high-performance organic materials. They are currently already being used in various industrial sectors, by well known brands,
- The company currently employs about 50 people at its headquarters in the heart of Bavaria - but the plan is for clear growth and thus a doubling of the workforce in about 2 years,
- Our customer accelerates its growth - in the middle of 2021 further investors have been acquired. The goal is to accelerate the industrial scale-up and the expansion of the commercial operation and the expansion into new markets and application areas.

#### POSITION AND DUTIES/RESPONSIBILITIES

##### POSITION

- reports to the CEO,
- the position will be filled in the context of the ongoing "industrialization", the scale-up, of the company,
- directly currently leads 6 employees, to be expanded,
- CTO, CFO, Head of Protein and Process Development, Head of Protein and Process Development, Head of SCM, QM/QA, QC, Accounting, Controlling and Project Management, Head of Business Units Fiber and Medtech
- the endowment is in line with the high requirements of the position and consists of a fixed and variable component,
- the role plays an important role and is a challenging task in a growing international environment.

**DUTIES/RESPONSIBILITIES**

The Chief Production Officer is developing new CMOs worldwide to scale the protein production and maximizes efficiency and minimizes the cost of protein production with existing CMOs.

In addition, the incumbent supports the growth of the company by identifying partners and processes and mitigates protein supply risks as well as financial risks.

The Chief Production Officer acts as a daily interface between CMOs and the team. The incumbent plays a critical role in developing and maintaining positive and long-term relationships with CMOs.

- Defines and implements strategies for all aspects of the company's global protein production to reduce costs, reduce risk, improve quality, shorten delivery times, reduce inventory
- Develops new CMOs and challenges existing CMOs to improve their capabilities and cost.
- Identifies what technology, processes and equipment can be used to improve the CMOs production and service.
- Continuous development/improvement of production quality and productivity. Implements best practice for CMOs protein productions, order fulfilment and risk mitigation.
- Leads and expands the protein production team
- Ensuring compliance within laws, HSE standards and AMSilk's values and code of conduct
- Understands and executes people and organisational development as key leadership task and takes personal ownership in developing people and organisation. Managing employees performance and individual development.
- Develops protein production efficiency metrics and reports regularly on production performance using metrics
- Provides internal feedback based on metrics to protein and process development, SCM and supplies information supporting cost and price calculation to controlling and finance
- Supports product and process development team during first large-scale qualification production of new products and processes at the CMO.
- Plays a key role during the implementation of an ERP / material management system

### **THE IDEAL CANDIDATE**

- PhD in Chemistry, Biotechnology, Biotechnological Engineering with technical and commercial experience
- Extensive knowledge (10+ years' experience) in industrial biotechnology manufacturing with relevant leadership experience in international operations, including manufacturing, engineering, purchasing and logistics.
- Proven track record in industrial biotechnology related to large production scale up and large scale production efficiency improvement as well as supervision of biotechnological productions on site
- Experience in operational KPIs, Balance Score Cards, and a reporting / review process to ensure continuous improvement of the operational performance of the business
- Understanding of manufacturing processes and global production networks; ability to use innovative technology to resolve problems and implement business solutions
- Understanding and execution of LEAN production philosophy; Leading holistic performance improvement projects, understanding different kinds of project management tools
- Clear determination to deliver best practice in production solutions, including planning and execution tools
- Proven experience with implementation, and improvement of ERP, inventory management and master data systems
- Excellent contacts and network in the multinational biotech manufacturing industry  
Strong strategic and analytical thinking
- Structured, way of working and problem solving
- Excellent interpersonal and communication skills
- Ability to effectively and persuasively present information to partners, suppliers and management boards
- Fluency on business level in both written and spoken English
- Willingness to travel to international client sites (up to 30%)
- Self-organized and independent work style
- Able to work in cross-functional teams