

## Job description : CTO

Management and set-up of a junior R&D team  
Development and monitoring of collaborative projects  
Management of innovation in the field of polymer and colloid chemistry / Biotechnology for the environment /  
Applied mycology

YpHen is looking for its CTO to contribute to the development of its mycoremediation and active ingredient encapsulation technologies.

This key person, member of the management team, will join a young innovative company specializing in the development and production of encapsulated, biological or bio-sourced active ingredients for environmental applications. (brownfields remediation, environmental restoration, agriculture...)

The company is preparing its industrial scale-up both from a technological point of view and in terms of its production capacity. A true strategic pivot within the team, the CTO will have the essential mission of supervising and advancing exciting innovation projects through technical, functional, and financial management.

Over a period of 18 months, the company must set up and structure the new location of its test laboratory (small microbiology lab and encapsulation test platform) while supporting the deployment of its first pilot production unit on a different site.

The duties of the CTO are divided into several axes.

- **COORDINATION: Management, organization and supervision of the R&D team and projects.**  
This involves organizing the R&D department (three project managers, 6-8 people) to ensure its productivity, performance, and ability to understand a scale-up transition. His managerial qualities will be essential to the efficiency of the teams. The CTO will:
  - o Contribute to the set-up and the monitoring of R&D projects (monitoring of protocols, and experiments, control of scientific rigor, objectives, deliverables, etc.) using dedicated tools in place or to be created.
  - o Manage the operating and investment budget of the R&D department. The staff workload plan, the provisional and actual budgets must be managed in agreement with the management and be the subject of reporting.
  - o Implementation and monitoring and reporting of R&D KPIs to be created in collaboration with the CEO.
  - o The elements allowing a grouping of useful information for the CIR and CII must be organized (French Innovation grants).

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- **SCIENCE: Strength of scientific proposal, setting up public or private collaborative projects, development of partnership with laboratories, responses to calls for projects or proposals.** Implementation and coordination of projects to advance the company's knowledge of the various research fields in various disciplines: Biology (enzymes, mycology, biotechnology), Chemistry (polymers, organic chemistry, green chemistry). The profile will have to quickly master the links between scientific and commercial issues to propose and manage European or International projects.  
The writing of scientific articles in specialized journals will be periodic.
  - **INDUSTRIAL PROPERTY: Technological survey, Patents, NDA, MTA, Soleau (French IP anteriority protocole).** The CTO will support the CEO in achieving the company's objectives in terms of patents filing or scientific collaborations with private or public stakeholders. Monthly deposits of "Soleau envelopes" will have to be made as well as a technological survey on the key subjects of the company. The CTO must ensure that the confidentiality of the work teams is respected.
  - **LABORATORY SET-UP: Spatial organization, anticipation of material needs.** In collaboration with the project managers and the Industrial Development Manager, the CTO will have to prepare the move and the set-up of the new laboratory location.

The CTO must work in close collaboration with the laboratory team made up of 8 employees, and in collaboration with the Head of Laboratory, and the Group Management.

- The candidate holds a university Master's Degree equivalent (MSc, MBA, Environmental Studies & Earth Sciences, Agricultural Science). PhD appreciated.
- We are looking for an employee with expertise in microbiology, polymer chemistry, biochemistry, biotechnology and/or mycology with at least 5 years' experience in a similar position, preferably in the fields of bioremediation, agronomy or micro-encapsulation.
- The candidate will have at least five years' experience in managing a research team, preferably in the private sector. Knowledge of the specificity of startup work is greatly appreciated.
- The candidate must demonstrate solid experience in project management and good written and verbal communication skills. Fluency in English (C2) and French (C2) are essential.

The company's wish is to recruit a key team member who will join a startup adventure with strong human involvement in terms of joys and sorrows. YpHen is currently structuring its executive team to prepare for an exciting and challenging growth phase. We are therefore looking for a passionate and exciting profile who will fully understand the importance of their role in the project. Profiles that are dynamic, flexible and happy to confront very diverse issues will be particularly welcome.

Looking forward to reading your application,

Gil Burban, president at YpHen SAS

