Global Head Of Discovery Pharmacology

Posted 17 May 2024
Darmstadt, Hessen - Germany
Req Id 274595

SHARE

APPLY NOW

Work Your Magic with us!

Ready to explore, break barriers, and discover more? We know you've got big plans – so do we! Our colleagues across the globe love innovating with science and technology to enrich people's lives with our solutions in Healthcare, Life Science, and Electronics. Together, we dream big and are passionate about caring for our rich mix of people, customers, patients, and planet. That's why we are always looking for curious minds that see themselves imagining the unimaginable with us.

United As One for Patients, our purpose in Healthcare is to help create, improve and prolong lives. We develop medicines, intelligent devices and innovative technologies in therapeutic areas such as Oncology, Neurology and Fertility. Our teams work together across 6 continents with passion and relentless curiosity in order to help patients at every stage of life. Joining our Healthcare team is becoming part of a diverse, inclusive and flexible working culture, presenting great opportunities for personal development and career advancement across the globe.

Position: Global Head of Discovery Pharmacology

Reporting: Reports to the Global Head of Discovery and Development Technologies

Discovery and Development Technologies (DDTech) is a global, integrated team that encompasses multiple functions, including Medicinal Chemistry, Discovery Sciences, Antibody and ADC technologies, DMPK, Chemical, and Pre-clinical Safety. DDTech oversees the discovery strategy and execution of novel molecular entities, such as NCEs, NBEs, and ADCs. In close partnership with the Oncology, Neurology, and Immunology Research and Development Units (RU and DU, respectively), DDTech plays a vital role in advancing Merck's discovery and development programs. Moreover, it supports external innovation and business development activities, contributing to the progress of Merck's R&D portfolio. The team has a strong track record, as evidenced by successful pipeline projects like Tepmetko, Evobrutinib, Enpatoran, and Bavencio.

Your role

In the very dynamic interface between Biology and Chemistry, the **Global Head of Discovery Pharmacology** will lead teams of scientist covering broad expertise in digital and automation, structural biology and biophysics, molecular- and advanced cellular models and multi-omics to drive discovery of various innovative modalities across Small Molecules (including targeted degradation and covalent modalities) as well as antibody-based therapeutics. Your role is essential to drive and execute innovative approaches to discover competitive drug candidates and unravel their mode of action to inform subsequent clinical development.

- Provide leadership and strategic direction to Discovery Sciences teams, overseeing areas such as molecular & cellular pharmacology, high throughput screening, multi-omics, structural biology, and digital & automation.
- Set clear objectives, milestones, and operational plans to achieve departmental and organizational goals.
- Focus on scientific impact in a cost-conscious, efficient setup, and leverage CROs and collaborations across the globe.
- Coach and provide performance feedforward, fostering a culture of scientific excellence and talent development.
- Collaborate with diverse cross-functional, internal and external teams from the definition of the therapeutic hypothesis, the selection and characterization of the preferred molecular modality, to informed discovery and clinical strategies across diverse therapeutic areas.
- Provide portfolio guidance on hit-finding strategies, target engagement/pharmacodynamic and predictive biomarkers as well as the screening cascades for lead and candidate optimization.
- Drive innovative approaches to discover drug candidates and understand their mode of action, guiding subsequent clinical development.
- Continuously enhance the organization's capabilities and stay updated on industry trends and cutting edge technologies, inlcuding digital and automation, multi-omics and artificial intelligence (AI).
- Contribute to fostering a science culture through scientific publications, presentations at conferences, and participation in scientific advisory boards.
- Act as a core member of the company's Research therapeutic area-specific Research Unit Leadership teams (RULT) drining the pipeline across Oncology, Immuno-Oncology, Neurology, and Immunology therapy areas
- As a member of the DDTech leadership team, shape the Small Molecule, Antibody, and Antibody Drug Conjugates (ADC) discovery strategy and represent Discovery Sciences and/or DDTech in interactions with Health Care senior management and external stakeholders.

Who you are:

- PhD in Biochemistry, Chemistry, Biology, or another Life Science
- 10+ years of experience working in global matrix R&D organizations, working experience in crossfunctional and international teams with demonstrated success
- Profound understanding of the R&D value chain and drug discovery process
- Proven track record of leading a discovery sciences or related departments, with demonstrated success in advancing drug candidates from concept to clinical trials.
- Experience in Tumour Biology preferred
- Extensive experience in vitro pharmacology, assay development and automation with deep understanding of innovative molecular modalities beyond traditional small and large molecules.
- Deep understanding of relevant technology and trends; proven track record of advancing small molecules as well as antibodies from target ID to clinical phase.
- Strong leadership skills with the ability to inspire and passion to manage a large team of scientists and research associates.
- Track record in successfully leading global teams through transformations, deep expertise in change management and comprehensive understanding of employee engagement principles
- Commitment to staying at the forefront of scientific research and technological advancements in pharmacology and drug discovery.
- Experience with leading collaborations with biotechs and academia.

Job Specific Competencies and Skills:

- High learning agility, potential for broader leadership roles in the future
- Strong interpersonal skills in a multi-cultural environment, strong matrix leadership skills
- Excellent problem solving and analytical skills as well as organizational skills
- Excellent communication and influence management skills, including conflict management
- Sense of accountability and goal-orientation and value-orientation; strong ability to also have an enterprise mindset for portfolio and organizational decision outside of their realm
- Highly developed communications skills in English, fluency in German is considered a plus

What we offer: We are curious minds that come from a broad range of backgrounds, perspectives, and life experiences. We celebrate all dimensions of diversity and believe that it drives excellence and innovation, strengthening our ability to lead in science and technology. We are committed to creating access and opportunities for all to develop and grow at your own pace. Join us in building a culture of inclusion and belonging that impacts millions and empowers everyone to work their magic and champion human progress!

Apply now and become a part of our diverse team!