



## Background

FA Bio is an agritech start-up company developing a revolutionary microbial biofungicides and biostimulants pipeline. Our technology has the potential to transform the way we grow food, making it more sustainable and efficient. We are a close-knit team of passionate individuals who are committed to making a positive impact on the world.

FA Bio has recently secured £5.3M and is now gearing up for growth. With commercial agreements in place, microbial candidates in field trials and plans to expand their capabilities, we are now growing our team to help deliver our impact goals. Hence, we are now expanding our team and are looking for a Fermentation and Formulation Lead to join our growing business.

We are committed to promoting a diverse and inclusive workplace that harnesses personal development and focuses on excellence. We offer a range of family-friendly, inclusive employment policies, flexible working arrangements, etc., to support staff from different backgrounds and personal needs.

## Job Title: Fermentation and Formulation Lead

The Fermentation and Formulation Leader will be responsible for early-stage Product Development of FA Bio's product pipeline, making strategic design and optimisation of fermentation and formulation downstream processing to enhance the efficacy of our microbial bioproducts.

As part of their role, they will lead and manage a small team of scientists and technicians, lead the optimisation of cost-effective and scalable fungi biomass production methods (experience in both submerged liquid fermentation and solid-state fermentation is required). Drive innovation in fermentation processes, particularly for fungi, to enhance product quality, yield, and scalability. Experience using lab-scale bioreactors is essential. Develop and optimize formulations for fungi-based agricultural biological products (e.g. spray drying process), considering factors such as stability, efficacy, and shelf life.

Therefore, the candidate needs to develop and document new protocols, methods, and standard operating procedures (SOPs). Oversee the construction and maintenance of technical documents, including data reports, process specifications, and project timelines, ensuring adherence to industry standards and best practices.

The candidate should collaborate cross-functionally with other areas, including quality assurance, product development, and regulatory area, to ensure alignment and regulatory compliance. Ensure efficient use of resources and adherence to project timelines, managing any potential risks and troubleshooting issues as they arise. Train and mentor team members, fostering a collaborative and productive working environment.

The candidate should have experience developing microbial products from lab to market and know about product and process development at laboratory and pilot scales.

## Reporting Line

Reports to the Head of Scientific Operations



### Salary

Competitive (dependant on experience)

Full-time position

### Benefits

- Generous EMI Options Scheme upon 1 year of service
- Flexible working hours
- Employer-contributed pension scheme
- Cycle to Work Scheme
- Season Ticket Loan
- Free onsite parking
- Employee Assistance and Wellbeing Programme
- Enhanced maternity package and childcare support upon 1 year of service
- Free onsite gym
- Subsidised canteen

### Location

Rothamsted Research Centre, Harpenden, AL5 2JQ.

This is an on-site role.

### Tasks & Responsibilities

- Design and execute lab-scale fermentation protocols for microbial candidates in FA Bio's pipeline, including protocol optimisation.
- Responsible for contributing to the Company's early-stage product development strategy.
- Manage parallel product development projects and ongoing work activities across cross-functional teams.
- Be responsible for the design and execution of downstream processing of microbial candidates in FA Bio's pipeline, through microbial formulation optimization, to obtain prototypes and MVPs for glasshouse trials and field trials, following commercial specifications.
- Collaborate and cross-functionally with other departments, including quality assurance, product development, and regulatory teams, to ensure alignment and regulatory compliance.
- Keep updated and understand commercial product specifications and industry trends to ensure the commercialisation of FA Bio's product pipeline.
- Communication with internal teams and external CROs/CMOs where necessary.
- Work with ELN and LIMS data systems to ensure data is collected, entered, secured, and maintained in accordance with Company's guidelines.
- Construct and apply SOPs, COSHH/Risk Assessments, Quality Control policies, Health and Safety, GLP, ensuring procedures are always followed.
- Lead and manage a small team of scientists and technicians focused on fermentation and formulation process.
- Train and mentor team members, fostering a collaborative and productive working environment. Participate in laboratory organisation and maintenance.
- Understand the values and culture of the Company and strive for excellence.
- Any other ad-hoc tasks to support the business



## Experience Required

### *Essential*

- **Educational Background and Professional Experience:**
  - PhD in Microbiology, Biotechnology, Fermentation Science, or a related field, followed by a minimum of 3 years of experience in agricultural biological production, with a strong focus on fungi production and formulations.**OR**
  - Master's in Microbiology, Biotechnology, Fermentation Science, or a related field, followed by a minimum of 7 years of experience in agricultural biological production, with a strong focus on fungi production and formulations.
- **Technical Expertise:** Demonstrated experience in submerged and solid-state fermentation techniques, with a track record of developing or optimising fungal-based processes. Knowledge on downstream processing techniques (in particular, spray drying and granulation).
- **Management Experience:** Proven experience leading people, with strong skills in team collaboration, mentoring, and project oversight.
- **Documentation and Process Development:** Proficiency in developing, maintaining, and supervising technical documentation, SOPs, and process optimisation workflows.
- **Cross-Functional Collaboration:** Ability to work effectively with multiple departments to ensure alignment with quality, regulatory, and production goals.

### *Desirable*

- Knowledge or experience in delivering biologicals for glasshouse and field trial testing.
- Knowledge in good manufacturing procedures (GMP) legislation

### *Skills*

- **Leadership and Team Management:** Experience managing and mentoring a team, with an emphasis on collaboration and productivity. Ability to provide clear direction, feedback, and support to team members.
- **Problem-Solving and Troubleshooting:** Strong analytical and critical-thinking skills to address challenges in fermentation processes. Ability to troubleshoot and resolve issues in real-time to minimize production delays. Dynamic - understands the priorities and adapts well to accommodate changes in a start-up environment.
- **Project Management:** Proficient in planning, coordinating, and executing complex projects on time and within budget. Experience in resource allocation and risk management.
- **Communication and Collaboration:** Strong verbal and written communication skills, especially for cross-functional team collaboration. Ability to present findings, updates, and project outcomes clearly and effectively.
- **Regulation and Quality Assurance Knowledge:** Experience working under good laboratory practices (GLP) and understanding of good manufacturing practices (GMP).
- **Innovation and Continuous Improvement:** Ability to stay updated on industry trends and incorporate new technologies or methodologies. Creative approach to developing innovative solutions for process and product enhancement.

If you are interested in becoming part of FA Bio's team, please send us your CV and a personal statement to [jobs@fa-bio.net](mailto:jobs@fa-bio.net) before 17<sup>th</sup> December 2024, quoting job reference FA\_JOB\_045.

We look forward to hearing from you!