

Head of Clinical Research

What on earth is DECIEM?

DECIEM is a humble and happy umbrella of good beauty brands like NIOD, Hylamide, and The Ordinary. We've been called every good and bad thing you can think of like *"The most thrilling thing to happen to skincare"* and *"The hottest beauty company right now"*. Over the past year, we've sold more than one product every second, opened the doors to our 35th store, and welcomed our 1000th employee. With many products in development, a new 70,000 square-foot HQ to call home, and plans for even further retail expansion, we are excited to do even bigger things in 2020.

Ranked one of LinkedIn's Top 25 Startup Companies of 2018.

What are we looking for?

We are growing very rapidly and are currently recruiting a Head of Clinical Research who shares this vision and wants to grow with us!

The Head of Clinical Research will provide oversight, leadership and guidance in the management and execution of clinical research at Deciem. Foster innovation in seeking out creative and out-of-the-box initiatives in developing testing methodologies for evaluating the safety and effectiveness of the existing and new products under the Deciem umbrella, in line with the company's vision and long-term development plans.

What would you be doing?

Key Responsibilities:

- Responsible for implementing company's strategic vision for the clinical research team.
- Provide direction and manage the clinical research team, their professional development and performance.
- Identify and pursue opportunities for multi-disciplinary collaborations and development of clinical research projects.
- Maintain up-to-date knowledge of scientific and clinical published literature in relevant areas and provide plans and recommendations for new testing methodologies.
- Oversee and implement plans for the design of the clinical research lab, including instruments, techniques and hiring of qualified staff.

- Identify and validate new third-party labs as collaborators for outsourcing product testing that might not be feasible in house.
- Estimate budget for the department function in all aspects, including equipment procurement for lab setup and product testing.
- Review and submit department expense reports on monthly basis.
- Support HR with hiring decisions based on department requirements and manage team members and assign tasks assuring smooth workflow.
- Communicate effectively and collaborate with R&D lab and other scientific teams from the clinical research perspective.
- Establish strong collaborative relationships with subject matter experts, organise meetings and seminars for continuing professional development.
- Travel domestically and internationally for conferences, seminars and equipment demonstrations when required.
- Review the existing procedures and establish new guidelines for the clinical research team following compliance and regulatory SOPs.
- Communicate results of clinical research and strategies for the development of clinical research team in a cross-functional team setting, including senior management teams.
- Review and approve final reports.
- Review and approve new technology platforms or software solutions required for different testing needs.

What skills and qualifications do you need?

- Master's degree in Biomedical Science with 10+ years of professional experience in the related field.
- Minimum 5-7 years in a leadership role.
- Ability to create strategies for the development of innovative and reliable testing methods.
- Excellent organization and multi tasking skills.
- Experience in designing and conducting experiments.
- Experience with different bio-analytical measurement methods.
- Ability to work in a fast-paced and rapidly changing environment while maintaining the clinical research integrity.
- Ability to work across a large organization and communicate with senior management and executive team

Still interested? ...What happens next?

Kindly send us your resume at vt@deciem.com. We really appreciate your effort in applying to this position. However, only those candidates will be contacted who have been shortlisted for interview.

And the serious stuff:

DECIEM is an equal opportunity employer. We prohibit discrimination based on age, color, disability, national origin, race, religion, sex, sexual orientation, and any other legally protected class in accordance with applicable federal, provincial and local laws. We are also committed to creating and maintaining an inclusive and accessible workplace. If you are contacted for an interview and require accommodation during the interview process, please let us know.