Position: Director, Program Leadership
Location: Remote (U.S.)
Reports to: Senior Vice President, Program Leadership and Program Management

About Paragon

Paragon Laboratories is an emerging biotechnology company dedicated to discovering and developing best-in-class complex biologics for diseases with significant unmet need. With a dedicated in-house team of scientific experts in drug development, Paragon pursues differentiated therapeutic concepts and advances them rapidly toward proof-of-concept validation. As programs mature, Paragon supports their continued development through new company formation and strategic partnerships.

The Role

Paragon is seeking a Director, Program Leadership to lead the cross-functional teams that advance our therapeutics programs from discovery through IND, early clinical proof-of-concept, and partnering or new company formation. As a Program Lead, this person will own program strategy, drive key development decisions and serve as the single point of accountability for program success, working closely with Program Management and R&D leaders at Paragon. This role reports to the Senior Vice President, Program Leadership and Program Management.

Key Responsibilities:

- Serve as Program Lead for one or more of Paragon's programs, owning the overall development strategy and value proposition through candidate selection and clinical proof-of-concept
- Lead a cross-functional program team spanning research, CMC, nonclinical, clinical, regulatory and commercial, setting clear goals and driving aligned, timely decisions through governance
- Develop and maintain the integrated development plan and target product profile with a continuous eye to the competitive and scientific landscape. Identify the indications, patient populations and differentiation strategies that maximize program value.
- Work in close partnership with Program Management to translate strategy into executable timelines, budgets and resource plans, and to identify and manage risks
- Anticipate key program risks and lead the team in developing scenarios, mitigation strategies and contingency plans to manage these
- Define the program's key questions, decision criteria and go/no-go points. Build and maintain a plan to generate evidence that will support candidate nomination, first-in-human studies and clinical proof-of-concept
- Present program strategy, progress, risks and recommendations at portfolio governance and stage-gate reviews; support representation of the program with senior leadership, the Board of Directors, investors, and prospective partners
- Facilitate the smooth transition of maturing programs into new companies or strategic partnerships
- Foster a healthy and productive environment that allows the program team to be highly effective
- Contribute to Paragon's program leadership best practices, sharing lessons learned across programs and helping shape how the function and NewCo creation scales

Key Things About You:

- Advanced degree (PhD, PharmD, MD or equivalent) in a life science discipline strongly preferred, with 8+ years of biopharma industry experience
- Experience leading or co-leading cross-functional drug development teams strongly preferred; exposure to partnering, licensing or new company formation a plus
- Experience advancing biologics programs through IND/CTA and into the clinic, ideally to clinical proof-of-concept; experience with monoclonal antibodies strongly preferred
- Strategic, decisive leader with broad, integrated understanding of drug development across CMC, nonclinical, clinical, regulatory and commercial disciplines
- Able to synthesize complex information and weigh trade-offs to drive to a decision; exceptional problem-solving abilities
- Track record of developing program strategy, target product profiles and integrated development plans
- Demonstrated ability to partner with PM colleagues and build strong relationships within a cross functional development team
- Experience presenting to senior leadership and governance bodies; strong stakeholder management and influence at all levels, including without direct reporting responsibility
- Continuous improvement mindset committed to building high-performing teams
- Exceptional verbal and written communication skills
- Ability to attend in-person all company meetings (location will vary), as well as travel up to 20% of the time, as required by work

What We Offer You:

- A chance to thrive in a fast-moving, entrepreneurial environment where you can help shape our culture from the ground up, stretch beyond the boundaries of your role, accelerate meaningful medicines, and learn at every turn
- Competitive compensation, including base salary, performance bonus, equity grant opportunities
- Comprehensive medical, dental, and vision coverage, as well as access to tax-advantaged savings accounts, life and disability insurance, and a 401(k) match
- Flexible time off, +12 company holidays, plus Winter and Summer shutdowns
- Commitment to ongoing professional development opportunities including all-company trainings
- Remote working environment with bi-annual and semi-regular in-person meetings to address complex problems, build relationships and have some fun

The expected salary range offer for this role is $230,000 to $250,000. Actual pay offered may vary depending on job related knowledge, experience, education, and geographic location.

Paragon Labs is an equal opportunity employer. We consider all qualified employment applicants without regard to race, religion, color, gender, age, national origin, sexual orientation, gender identity, gender expression, partnership status, status as a protected veteran, status as an individual with a disability, or any other status protected by federal, state, or local law. Individuals who hold legal work authorization applicable to employment at Paragon Labs in the United States will be considered without regard to citizenship/alienage.