Sr. External Pharmacology Manager

Pfizer Pharmaceuticals, Inc.

Title: Sr. External Pharmacology Manager
This job posting can be found at pfizercareers.com
Job ID: 1007860
Location: China-Shanghai
Last Date to Apply For Job: 05/15/2015

Role Description

POSITION SUMMARY
• The purpose of this position is to ensure the Chemistry, Biology and ADME operations at CROs in Shanghai are running at peak efficiency and producing high quality compounds and data. The position has two major components:
• A direct involvement to support the quality and operational excellence of plate-based pharmacology and in vitro ADME running Pfizer assays at CROs in China. This includes serving as the local lead for implementation of new technology platforms, data analysis systems, and sample logistics operations. In addition, this role will help support Pfizer’s integrated collaborations that cover biology, ADME and chemistry sourcing strategies. This position will support local monitoring of the Pfizer operation in Shanghai, help to implement and troubleshoot technology transfer and assays deployed to/from China, and will be responsible for smooth transfer of data from CROs in China to Pfizer project teams
• A supervisory component. Supervise and manage the local Pfizer employees and contractors who support Pfizer’s small molecule operation in China. Together, with ERS colleagues based in Shanghai, the team will be responsible for driving improved performance and productivity at the CROs and ensuring the PFE extract maximal value from every collaboration. This person will manage and supervise a local team of ERS staff dedicated to operational oversight of the Chemistry, biology and drug metabolism CROs in China that support Pfizer’s small molecule portfolio and work through these staff to ensure compliance with Pfizer SOPs.

POSITION RESPONSIBILITIES
• Accountable for supporting plate-based pharmacology, in vitro ADME, and sample logistics with responsibility through direct reports who support synthetic and analytic chemistry platforms as well as auditing CRO and ensure compliance with Pfizer SOP
• Provide local support in China in support of target validation, assay development and assay transfers, review and audit of CRO protocols
• Interface with the management and staff at the CROs supporting Pfizer and foster good communication between the two groups. In particular, be able to work collaboratively and effectively with other members of ERS to ensure good cross communication, learnings and process optimization to serve the Pfizer community.
• Expected to lead and/or provide input and support into global ERS group initiatives, as
appropriate
• Lead driving process improvement at our vendors and harmonization of Pfizer workflows through best-practice sharing and process innovation
• Participate (as needed) or lead a working group/steering committee/affinity groups

ORGANIZATIONAL RELATIONSHIPS
Reports to the Head of External Research Solutions (ERS)
Member of ERS Leadership Team
Supervisor of colleagues and contractors in Shanghai

PRIMARY INTERFACES
Members of ERS Leadership Team and members of the larger ERS community in Groton, CT and La Jola, CA.
With leaders in the plate-based drug metabolism and pharmacology community.
With CRO partners in Shanghai: particularly those doing plate based screening for Pfizer.

RESOURCES MANAGED
Financial Accountability
In partnership with ERS leadership manages or leads others to manage external biology and chemistry support for multiple Research Units
Management of vendor operations across biology, chemistry and ADME disciplines at China CROs.

SUPERVISION
This role will have 3 direct reports. All based in Shanghai.

EDUCATION AND EXPERIENCE
• Ph.D. with 5+ years experience or MS with 8+ years experience in biology discipline
• The ideal candidate has had a portion of their education in the US/EU and has experience working in a US/EU Pharmaceutical or biotech company in plate-based pharmacology.
• Current experience in at least two of the following areas: Plate-based pharmacology, in vitro assay development, target validation platforms, or mass spec platform.
• Demonstrated supervisory experience
• Must be fluent in Mandarin and English

TECHNICAL SKILLS REQUIREMENTS
Required:
• Experience managing biology, pharmacology or DMPK outsourcing and interacting with external vendors
• Needs to have a thorough understanding of and experience with contemporary pharmacology assay technologies and processes within the context of drug discovery
• Demonstrated experience in assay development in various technology platforms (e.g. Kinase, FLIPR, ELISA, ASMS, mass spec-based assays, SPA, cell based assays, high content assays)
• Demonstrated experience with a variety of data analysis software applications and tools
Preferred:
• Experience with sample logistics and operational workflows associated with plate based Pharmacology

PHYSICAL POSITION REQUIREMENTS
The individual will be expected to travel to the US at a minimum of two times a year to visit and interact with colleagues at the Pfizer sites (mostly Groton, CT, Cambridge, MA, and La Jolla, California).
Position is based in Shanghai and will require travel to the local CROs in Shanghai on a regular basis.

COMPETENCIES
List 3-5 competencies only, see talent.pfizer.com for references. Provide detail for each competency. Include skills and knowledge essential to perform the position.

COMPETENCY DETAIL
Leadership Needs to be a credible leader with experience successfully delivering complex projects involving global teams with staff from local with different cultures or approaches; needs experience with successfully delivering projects to appropriate decision points

Initiating, Managing and Agility to Change Needs to be open to new workflows and changes and adjust accordingly with portfolio/organizational changes
Needs to be able to focus on advancing the portfolio in times of uncertainty and change
Needs to demonstrate ability to take on change, adaptable to new processes, responsibilities and organization changes
Responds positively and constructively to changing situations
Advocates and encourages actions that improve existing approaches and systems; proactively manages change by identifying opportunities and coaching self and others through the change.

Communication Needs to be able to communicate effectively with staff at widely differing levels in the organization, from support staff to senior level management in PGRD; needs ability to communicate effectively and appropriately with both internal and external stakeholders

Conflict Resolution Needs to be able to resolve conflicts effectively, in particular within the Pfizer-vendor relationship; be able to adhere to situations which resolves in a win-win for all parties

Innovation Needs to be able to support the local/global ERS group on a path of carefully focused relationship and process development and implementation, to help the group provide a continually improving outsourcing service to the local/global Chemistry Team; needs ability to explore, implement and utilize novel, moderately complex methodologies; needs to encourage and share innovative approaches to build and maintain a competitive advantage
Team work Ability to work independently and within a team; shows respect and support for all team members; works collaboratively with group members and contributes to positive intra- and inter-team relationships both locally and globally; delivers on commitments

Internal Candidate

**Business Unit**       Global R&D - CHN
**Department**          Extnl Res Sol CoE US
**Manager**             Richard Connell
**Recruiter**           Zhihong Jiang (蒋志鸿)

**Additional Offer Details:**
- No Internal Candidates Identified
- No Relocation Package Available
- No Global Job (As Defined by Pfizer or Business Unit Policy).
- No Job is Eligible for an Employee Referral Award (as defined by Local Guidelines)
- No Foreign nationals whose eligibility to work requires sponsorship or maintenance of valid immigration status may not be eligible for this position.

**Immigration and Work Authorization**

All candidates must already have, or be able to readily secure authorizations to live and work on an ongoing basis in the country where job is based.

Pfizer will assist candidates who secure an offer with the application and processing for immigration status and work authorization. Pfizer will assist immediate family members in obtaining immigration status to enable them to relocate with the employee. In most cases, work authorization can only be obtained for the employee, not for accompanying family members.

Management retains right to change the job specifications and provisions of this job as appropriate.