

Reports to: Director of Laboratory Services

Location: Stilwell, Kansas

Essential Duties and Responsibilities:

- Provide leadership to develop and maintain a high level of technical competence within the ecotoxicology department and be a technical expert in the field.
- Generate and improve unit financial profitability.
- Meet and exceed project deliverable timelines and quality.
- Create culture of excellence in customer communications and service.
- Develop short- and long-term strategy plans for each technical discipline and update annually.
- Develop annual budgets and multi-year growth forecasts based upon client interactions, history, and sales team intelligence.
- Assist Business Development team in marketing of Ecotoxicology services globally and participate in marketing campaigns.
- Actively participate in professional societies and conferences including technical presentations, publications, committee and/or officer participation, and encourage same from Team Leads to enhance reputation of SynTech Research globally.
- Oversee and ensure the laboratories are equipped with all necessary organisms, supplies, and staff to facilitate successful completion of all studies.
- Ensure all studies submitted comply with regulatory guidance and are able to be defended if challenged by a regulatory authority or Sponsor.
- Make sure all study critical information is communicated to laboratory personnel and the Sponsor representative in a timely manner.
- Oversee the maintenance of Standard Operating Procedures, including drafting, revising, and annual review by all subordinate staff.
- Apply critical thinking skills including original concepts and deductive reasoning to overcome technical difficulties in project performance.
- Provide clear and concise communication with Ecotoxicology personnel and report problems to supervisor in a timely manner. Recommend improvement of procedures where applicable.
- Ensure that all processes are followed and that all staff remain compliant with Good Laboratory Practices and Standard Operating Procedures.
- Remain current on technical developments pertinent to the conduct of testing, modifications of test design and changes in regulatory guidance.
- Develop, prioritize, and cascade the organizations' strategy/mission.
- Implement metrics to measure and manage personnel performance as well as implementing appropriate rewards/recognition and coaching/corrective practices to align personnel with department and company goals.

Education and Experience:

- Master of Science (M.S.) with 15 years of work experience, and/or Ph.D. with 10 years of work experience in Ecotoxicology or related field work experience and familiarity with product development of agricultural chemicals, animal health and pharmaceutical products, along with specialty chemicals.
- Five to seven years progressive leadership experience in direct or indirect job responsibilities related to Ecotoxicology Department Manager duties.
- Experience in laboratory project management, implementation of laboratory procedures, and analytical testing methodologies.
- A proven history of excellence in client service, management, leadership, lab operations management, and specific required competencies further described in the job position description.
- Able to travel, if required.



Ecotoxicology Manager

Location:

- SynTech Research Laboratory Services, LLC
17745 South Metcalf Avenue
Stilwell, Kansas 66085

Inquiries:

- Please direct your interest in this position, with a current resume / CV to:
 - Nathalie Marshall, HR Manager
 - nmarshall@syntechresearch.com

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