



# PASSION TO INNOVATE | POWER TO CHANGE

Bayer is a global enterprise with core competencies in the Life Science fields of health care and agriculture. Its products and services are designed to benefit people and improve their quality of life. At Bayer you have the opportunity to be part of a culture where we value the passion of our employees to innovate and give them the power to change.

## Technical Staff Research Scientist-Antibody and Protein Engineering

### YOUR TASKS AND RESPONSIBILITIES

This position will be responsible for supporting local teams with antibody lead discovery, coordinating with US CROs for lead discovery activities, developing protein platform technologies such as bispecifics, and supporting project teams with lab work as needed.

More specifically, the primary responsibilities of this role, Technical Staff Research Scientist-Antibody and Protein Engineering, will include, but are not limited to:

- Support local project teams with antibody lead discovery, including: joining project teams; forming strategies that are technically sound, highly efficient, gated with go/no-go decisions, and aligned with key stakeholders; and coordinating effectively with both local Protein Sciences and Lead Discovery locally and in Germany.
- Identify, develop, and implement novel and aligned protein and antibody technologies using a high degree of independence and creativity.
- Independently design, plan, and conduct experiments of considerable complexity with appropriate attention to detail, such as cloning, protein expression, protein purification, biochemical assays, ELISAs, or cell-based binding and activity assays.
- Analyze and interpret results, troubleshoot failed experiments, and make changes as appropriate.
- Be a highly regarded resource within the company for technical expertise, critical thinking, and innovation in the field of antibody discovery / lead generation.
- Effectively communicate complex technical findings in one-on-one discussions, in team and department presentations, and in written reports or slide decks.
- Participate in the development of patent applications and ensure that laboratory notebooks are consistently maintained.
- Provide effective leadership including: individual goal setting/performance reviews; supporting workforce diversity, quality, and safety; and all other activities/functions which support achievement of individual/department/business objectives.

### Country

United States

### Locations

CA-San Francisco, CA

### Division

Bayer HealthCare

### Contact us

Phone +1 877 229-3727  
[www.career.bayer.us](http://www.career.bayer.us)

### Reference Code

0000162405

Bayer is an Equal Opportunity Employer  
Minorities / Females / Protected Veterans / Disabled



## WHO YOU ARE

### Minimum Education:

PhD in Biological Engineering, Bioengineering, Biochemistry, Biological Sciences, Molecular Biology, Chemical Engineering, or related discipline.

### Minimum Experience:

PhD with 4 or more years of relevant experience, preferably where 2 or more of the 4 years were in the biopharmaceutical industry, and preferably with experience in antibody engineering, or an equivalent combination of education and experience.

### Special Skill/Knowledge:

- Demonstrated a sustained, high-level of technical knowledge and achievement in antibody discovery / lead generation, such as phase display, yeast display, or immunization.
- Experience in antibody engineering / optimization, such as computational modeling, computational design, library design, library generation, screening, selection, humanization, or germlining.
- Experience in developing new technologies, preferably protein/antibody platform technologies, such as value-added antibody formats beyond IgG.
- Ability to apply scientific principles to independently design, execute, analyze, interpret, and troubleshoot experiments.
- Expertise in cloning, protein expression, protein purification, biochemical assays, ELISAs, and preferably cell-based binding and activity assays.
- Track record of innovation, solving problems creatively, challenging the status quo, and taking initiative.
- Demonstrated ability to excel in a team environment and work across disciplines.
- Exhibits adaptability, scientific rigor, and continual self-improvement.
- Highly effective at communicating complex technical findings in one-on-one discussions and team meetings.
- Excellent written communication skills including the generation of scientific reports and presentations.
- Strong interpersonal skills for building cross-organization collaborations and training technicians and interns.

## YOUR APPLICATION

Bayer offers a wide variety of competitive compensation and benefits programs.

If you meet the requirements of this unique opportunity, and you have the "Passion to Innovate" and the "Power to Change", we encourage you to apply now.

Job postings will remain open for a minimum of ten business days and are subject to immediate closure thereafter without additional notice.

To all recruitment agencies: Bayer does not accept unsolicited third party resumes.

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