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Job Title: Vice President, Research & Development	Reports To: Chief Executive Officer
Exempt / Non-Exempt Status: Exempt	Department: Research & Development

Job Description:

The Vice President, Research & Development (“VP R&D”) oversees the scientific functions of the company, including basic and applied research projects, as well as the development of new processes, technologies, and products. In addition, the VP R&D monitors technological advances and industry trends to advise the organization’s governing body in scientific matters, make recommendations on future projects, and coordinate research activities by recruiting qualified researchers, managing personnel, and evaluating their performance. In addition, the VP R&D may also serve public relations functions by representing the goals and interests of the company at press conferences, meetings, conventions, and shareholder events. As such, the individual filling this position may need to travel in order to establish and maintain advantageous contacts in academia, industry, and government.

Essential Duties and Responsibilities:

- Oversee basic and applied research projects in order to ensure the proper development of research protocols, execution of studies, and documentation of results to ensure the quality and integrity of the conducted research;
- Provide leadership to ensure that the research and development organization is highly competent, action oriented, customer centric, and accountable for attainment of development goals;
- Coordinate with key external contract research organizations and individual researchers to ensure that the scientific goals of the company are being met;
- Coordinate with researchers and lead activities related to the publication of key scientific findings;
- Pursue patent protection through the submissions and coordination of prosecution efforts related to the company’s critical intellectual property;
- Work with executive team members, consultants, and key opinion leaders to develop and enhance the company’s overall research and development strategy;
- Interact with clinicians, project managers, marketing and sales personnel, and external business partners to define product requirements and specifications;
- Develop and maintain schedules and budgets for funded research and development programs;
- Prepare required reports and other deliverables for grants and contracts;

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- Responsible for hiring, team management, and talent development within the research and development team;
- Represent the Company and its product development goals and interests at trade shows, public forums, conventions, and other industry events;
- Establish contacts in academia, industry, and government to further the company’s mission;
- Coordinate with other departments, managers, personnel and other company executives as needed;
- Interface with investors, especially during due diligence, representing the company’s research and development plans and interests;
- Promote a culture of innovation, accountability, and excellence; and
- Perform other tasks as may be required from time to time.

Essential Education, Skills, Environment Education and Work Experience:

- 10+ years of relevant technical leadership experience;
- Ability to prioritize and simultaneously oversee multiple complex technical projects while providing leadership to development scientists and engineers;
- Track record of successful development and delivery of complex biomaterials and/or medical device products; and
- Advanced degrees in a relevant field.

Specialized Knowledge and Skills:

- Strong Communications and Presentations skills;
- Critical Analytical skills; and
- Prior experience in conducting or overseeing research programs and initiatives.