

Biochemical Development Lead

Are you a hands-on, creative chemist who dreams of replacing palm and petroleum with biorefined chemicals from food waste?
Join us!

Location: Boston Metro area, NYC Metro area

Employment type: Full-time employment

Experience: MS/PhD graduate in a chemistry-related field

Capro-X background

Capro-X is a climatetech startup enabling a sustainable future by deploying natural biorefineries that upcycle organic wastes into chemical building blocks. Today, we are focused on converting food-grade byproducts into ingredients for food, beauty, and plastics, with an ultimate goal of deploying biofuels. After developing and scaling our biorefinery technology through \$1.5M+ in SBIR grants from the NSF and EPA, and completing the Heritage Group Accelerator and Carbon to Value Initiative last year, the company seeks this key hire to expand our bioproduct portfolio as we begin production and sales in 2025.

Job description & requirements

Capro-X is searching for a key hire to drive our bioproduct R&D efforts. The **Biochemical Development Lead** will be joining at an exciting time for the company, as we are transitioning our operations from the R&D phase to the early production stage, and increasing focus on building out an impactful bioproduct portfolio. The ideal candidate will be comfortable managing a small team developing new products from ideation through customer evaluations, as well as identifying market opportunities for novel products. Critically, this hire should be driven by our goals of improving sustainability in the food and chemicals spaces with an entrepreneurial mindset.

The **Biochemical Development Lead** will be focused on leading work in the lab to drive novel product development efforts from the bench to early commercialization scale. The position will largely involve hands-on lab activities, team management, R&D planning, and market evaluations. A strong candidate should feel comfortable: performing bench-scale organic chemistry; developing novel methods and SOPs for reactions and chemical analysis; evaluating mass / mole / economic analysis; performing physical / chemical / application-based product evaluations; operating and maintaining analytical equipment; identifying market applications and customers; and managing a research lab and team. Our ideal candidate will have hands-on product development experience and will have driven commercialization of new chemical products; clear and effective communication skills; and an ability to multitask across varying and dynamic project demands.

In this fast-growing startup, the **Biochemical Development Lead** will be given significant responsibility playing a key role in an early growing team, gain first-hand experience driving new biobased products to market, and be empowered to identify impactful opportunities to support the company's growth as we begin sales this year - we are quickly growing our team and seek new members with a "get it done" attitude, and share our ambition to bring greater sustainability to the world.

Responsibilities

- Identify and produce bioproducts using carboxylic acid building blocks.
- Develop downstream and purification processes to produce food-grade, cosmetic-grade products.
- Lead a team of engineers, scientists, application specialists to develop bioproducts.
- Perform sample analysis (GC, HPLC, physical properties).
- Evaluate reaction performance (conversion efficiency, mass balance, production cost, optimization).
- Author grant, project, and patent submissions.
- Propose and review R&D plans with leadership, outline equipment/space/staff needs.
- Improve lab organization and processes (organization, data analysis, SOPs).
- Perform maintenance on analytical and reaction equipment.

Qualifications

- 5+ years of hands-on experience in lab environment, with a focus in organic chemistry, temperature/pressure-based catalysis with organic chemicals.
- Entrepreneurial skills to identify and develop market opportunities for chemical products.
- "Anything is possible" approach to work - able to learn on your own, seek out knowledge.
- Strong writing and presenting skills to communicate with team.
- Excitement to join a fast-growing startup.

Education and experience level

- 5+ years of experience developing products via organic chemistry, with relevant engineering or science degree (for example: chemistry, biochemistry, chemical engineering, biology).
- Work and/or academic research experience are required.

Compensation

- \$125,000/yr+; commensurate with experience.
- Company benefits plan.

Equal employment opportunity statement

Capro-X, Inc. is an Equal Employment Opportunity (EEO) employer and welcomes all qualified applicants. Applicants will receive fair and impartial consideration without regard to race, sex, color, national origin, age, disability, veteran status, genetic data, gender identity, sexual orientation, religion, or other legally protected status, or any other classification protected by federal, state, or local law.

Applicants must be eligible to work in the US without restrictions for any employer at any time. As a condition of employment, all selected candidates will undergo Capro-X's standard pre-employment checks, which include but are not limited to a background check regarding criminal history, driver's license, education, and employment.

Capro-X will not accept unsolicited candidate referrals or resumes / CVs from third-party vendors, including recruitment agencies; we will not be responsible or liable for any fees or costs associated with such unsolicited submissions.

Next steps

Interested candidates should submit application materials to info@capro-x.com containing the following text in the subject line: "**Biochemical Lead 2024**"; improperly addressed applications may be lost in automated filters.