

## **Chief Executive Officer (CEO) – Biotechnology Spin-Off**

Location: San Sebastian/Spain

Languages: Fluent in Spanish and English

Start Date: November 2025

Type: Full-Time

Industry: Biotechnology / Life Sciences / Medical Devices

### **Company Overview**

We are launching an innovative biotechnology spin-off rooted in years of cutting-edge academic research. Our mission is to transform cell culture monitoring and optimization through advanced microbioreactor platforms, real-time spectroscopic analysis, and machine learning-powered data interpretation. The initial focus lies in advanced immunotherapy and cell-based pharmaceutical development.

Our company will deliver a portfolio of chip-based fluidic devices, next-generation sensors, automated monitoring, and data-driven services designed to enhance therapeutic outcomes and accelerate pharmaceutical innovation. With a strong technological foundation, we are ready to move from lab to market.

### **Position Summary**

We are seeking an entrepreneurial Chief Executive Officer (CEO) to co-lead the company alongside the Founding CTO. The CEO will be responsible for driving business development, fundraising, and the go-to-market strategy. Working in close partnership, the CEO and CTO will shape and execute the overall strategic vision, translating cutting-edge research into a scalable and impactful commercial solution.

### **Key Responsibilities**

#### **Strategic Leadership & Company Building**

- Co-define and execute the company's vision and strategic roadmap.
- Reinforce and communicate the brand identity, corporate culture, and long-term business vision.
- Build and manage a high-performing team, primarily in business development, operations, and partnerships, complementing the R&D core as it continues to grow.

#### **Business Development & Partnerships**

- Identify and engage early adopters, strategic clients, and industry partners (pharma, biotech, CDMOs).
- Lead the development of strategic alliances, commercial collaborations, and potential licensing deals.
- Align market feedback with the company's product offering and go-to-market approach, working with the technical team to refine positioning.

### **Fundraising & Investor Relations**

- Actively engage in fundraising efforts, including public grants, equity financing (VCs, angel investors), and strategic partnerships.
- Support the preparation of grant proposals and investor materials, adapting messaging for different funding sources.
- Represent the company in meetings with potential funders.
- Build and maintain transparent relationships with stakeholders and investors, reinforcing the trust and credibility of the founding team.

### **Market Analysis & Commercial Strategy**

- Conduct thorough market analysis and competitive landscape assessment.
- Define the commercial strategy, including pricing, business models (e.g., device + SaaS), and potential internationalization.
- Explore new verticals or adjacent markets for growth and scalability.

### **Operations & Financial Oversight**

- Lead all financial aspects of the company, including budgeting, financial planning, forecasting, and reporting, in collaboration with external accounting and finance partners.
- Set up and optimize operational processes and key performance indicators (KPIs) that align with the company's growth stage and strategic goals.
- Ensure full compliance with financial, tax, employment, and corporate regulatory requirements, acting as the responsible financial officer of the company.

### **Regulatory & Quality Affairs**

- Work alongside the CTO and specialized advisors to support the definition and execution of the regulatory roadmap (e.g., CE marking, FDA clearance), ensuring business alignment and feasibility.
- Oversee the implementation and scaling of quality systems in line with ISO 13485 and GMP standards.

## **Technology & Product Development**

- Collaborate to translate technical innovations into market-ready offerings, ensuring product-market fit and commercial potential.
- Advocate for strategic integration of AI, sensor technologies, and automation in alignment with business goals.
- Participate in go-to-market strategy and lifecycle planning, supporting the transition from R&D to commercial launch.

## **Required Qualifications**

- **Master's degree in business administration**, Life Sciences, Biomedical Engineering, or related fields. **Dual scientific-business background is a plus, but not necessary.**
- **Leadership experience** in biotech, healthtech, or technology-driven startups — ideally as CEO, CSO, or similar roles — with proven involvement in early-stage growth, company formation, or successful exits.
- **Strong track record in fundraising**, especially with venture capital, angel investors, and public funding (e.g., Horizon Europe, CDTI, EIC Accelerator).
- **Excellent command of Spanish and English**, with outstanding negotiation and communication skills, particularly in investor and partner-facing settings.
- **Established network** in the biotech/pharma ecosystem, including access to investors, KOLs, and strategic industry players.
- **Strategic and execution-driven**, capable of turning vision into milestones and managing the business roadmap.
- **Familiarity with biotech product development**, regulatory planning (EMA/FDA), and the commercial landscape of advanced therapies or biomanufacturing is desirable.
- **Highly collaborative mindset**, with a strong capacity to share responsibilities, respect complementary roles, and align efforts with team for the benefit of the company's mission and growth.

## **Preferred Experience**

- Familiarity with cell culture, spectroscopy, and/or machine learning in life sciences, particularly in contexts where data-driven decision making supports experimental or clinical outcome.

- Experience in launching or co-leading a biotech company, academic spin-off, or innovation-driven startup.
- Familiarity with automation, lab-on-chip technologies, or biosensor integration.
- Understanding of regulatory pathways for medical or diagnostic devices (e.g., FDA, EMA), including experience navigating CE marking or ISO standards.

## Why Join Us?

This is a unique opportunity to co-lead a deep-tech, high-impact biotechnology startup from the ground up. As CEO, you will play a foundational role in building the company's business engine and driving it to market. You will help shape the company's trajectory, contribute to breakthroughs in personalized medicine and immunotherapy, and become a catalyst for transforming scientific excellence into commercial success.

The position will also have the possibility to participate in the equity from the foundation of the company.

If you are ready to take on a transformative leadership role and build the next breakthrough in biotech innovation, we'd love to hear from you.

### NOTES:

- (i) All applicants will receive an answer after the end of the selection process; but please note that due to the large number of submissions that are expected, we cannot provide individual feedback.*
- (ii) Additional information about nanoGUNE's commitment towards [HR excellence in Research and Gender Equality](#) are available on our website.*
- (iii) We encourage you to subscribe to our [HR mailing list](#) to receive information related to nanoGUNE's open positions and open calls for different training and talent attraction programs.*