Head of Research & Development

Reach your career goals with Eirgen Pharma, your future could be here!

About Eirgen Pharma

Would you like to be part of a company that has the courage, innovation, and capability to improve and enhance patient lives across the globe?
Founded in 2005, Eirgen Pharma employs over 180 people in Waterford. We combine the agility of a small company with the ambition to deliver high-quality medicines globally — all within a collaborative, people-focused culture.

About this Opportunity

Reporting to the Chief Technology Officer, the Head of Research & Development will provide strategic and operational leadership across Eirgen's R&D function. This role is responsible for shaping the direction of R&D through the development of people, processes and methodologies that support business growth, innovation and operational excellence.

As a key member of the Senior Leadership Team, you will play an active role in developing and delivering company strategy while building a high-performing, inclusive and collaborative R&D organisation.

Hybrid model: 4 days on site, 1 day from home.

Key Responsibilities:

- Lead all operational aspects of the R&D function including:
    - Product pipeline development
    - Service offering through CMO/CDMO partnerships
    - Innovation system management
    - Cost management and continuous improvement
- Develop and implement best-practice Drug Product Development strategies, policies, processes and procedures to enhance delivery and execution.
- Lead the identification, development and delivery of products aligned with Eirgen's strategic objectives, including opportunities within the CMO/CDMO space.
- Drive a culture of innovation, collaboration and continuous improvement across the R&D organisation and wider business.
- Develop organisational structures, resource plans and capability strategies that support a high-performing team environment.
- Coach, develop and inspire multidisciplinary teams, including leadership development, succession planning and performance management.
- Evaluate business challenges and market opportunities, mitigating risks while supporting sustainable growth.
- Enhance technical capability and troubleshooting expertise within the department while providing technical support across the organisation.

- Build strong relationships with internal stakeholders, customers and external partners to ensure successful project delivery and an exceptional customer experience.
- Lead collaboration with OPKO Health to support the development of novel drug products from a CMC perspective.
- Partner with the Senior Leadership Team to develop and execute company strategy, drive innovation and deliver business performance.
- Foster cross-functional collaboration and excellence across all areas of the organisation.
- Ensure compliance with all applicable regulatory, cGMP, SOP and safety requirements.
- Participate in and represent the company during client interactions, regulatory inspections, audits and inquiries.
- Develop and manage departmental budgets and resources effectively.
- Act as a subject matter expert for executive leadership on product and analytical development.
- Lead multiple concurrent projects, ensuring effective planning, prioritisation and resource allocation.
- Champion Eirgen's values and embed them through leadership behaviours, team development and decision-making.

About you

- BSc degree in Science or Engineering.
- Significant R&D leadership experience within pharmaceutical manufacturing.
- More than 10 years' pharmaceutical industry experience.
- Currently operating at Senior Manager level or higher, or have held a Director-level position for at least five years.
- Strong knowledge of cGMP requirements and relevant safety regulations.
- Proven ability to build, lead and develop high-performing multidisciplinary teams.
- Demonstrated experience coaching leaders, developing talent and implementing succession plans.
- Strong stakeholder management and relationship-building skills.
- Ability to balance strategic leadership responsibilities with active involvement in technical and product development activities.
- Excellent communication, influencing and interpersonal skills.
- Strong organisational, project management and prioritisation capabilities.
- Demonstrated willingness to remain hands-on and support product development activities when required.
- Comfortable operating in a fast-paced, innovative development environment.

Why Join Eigen Pharma?

- Opportunity to shape the future direction of Research & Development within a growing pharmaceutical organisation.
- Key leadership role with visibility and influence across the business.
- Opportunity to work on innovative development and commercial projects.
- Collaborative, values-driven culture focused on continuous improvement and innovation.
- Competitive salary and benefits package including pension, health insurance, social club and canteen facilities.

Apply for the above role by sending your CV to opportunities@eirgen.com including the job title in the subject.