

Founded in 2021, **Santero Therapeutics** is an innovative Spin-off from ULB, active in the **antimicrobial resistance**. The company is anchored in more than a decade of fundamental research carried out in the labs of the Founders.

Santero's mission is to transform the fight against antimicrobial resistance by developing a new generation of first-in-class antibiotics with novel mechanisms of action, targeting previously unexplored bacterial enzymes.

Find out more about the company on their website: <https://www.santero.be/>

In order to strengthen Santero Therapeutics' team based in Mont-Saint-Guibert, we are looking for a **Head of Microbiology**.

# Head of Microbiology

## RESPONSIBILITIES

As **Head of Microbiology**, you will lead the development and strategic direction of all **microbiology-related activities** within Santero's discovery platform. You will be responsible for overseeing a team of scientists, guiding microbiological assay development, and ensuring scientific rigor throughout the preclinical pipeline. You will also contribute to high-level **strategic decisions**, regulatory interactions, and pipeline prioritization.

Your main responsibilities are:

- Lead and grow a **multidisciplinary microbiology team**, including PhD- and MSc-level scientists
- Own the **strategic direction** of microbiological research across the discovery and preclinical pipeline
- Oversee **development** and **continuous improvement** of antimicrobial screening assays (e.g., MIC, time-kill, FoR, MoA studies etc...)
- Ensure **translation** from **in vitro** findings to **in vivo** efficacy
- Drive **external collaborations** with academic partners and CROs to expand our platform capabilities
- Contribute **scientific expertise** to grant applications, publications, patents and regulatory dossiers
- Advise executive leadership and serve as a **core member** of the scientific decision-making body
- Develop **key strategic documents** and position Santero's pipeline within the evolving **anti-infective space**
- Support the transition of the company's scientific founders back to academic roles by taking **ownership of the microbiological strategy and execution**

## PROFILE

- **PhD in Microbiology** (preferred) or a related field (e.g. Molecular Biology), with strong hands-on expertise in microbiology
- **8–12 years of experience** in microbiology or anti-infective drug discovery, including at least **5 years in the biotech or pharmaceutical industry**
- Proven **leadership in managing scientific teams** and coordinating cross-functional **R&D projects**
- Solid track record in designing and interpreting **microbiological assays**, including **complex antimicrobial profiling**
- In-depth understanding of **bacterial resistance mechanisms**, high-throughput **screening platforms**, and **preclinical assay development**
- Experienced in managing **external partnerships** (CROs, academic institutions) and driving **collaborative research**
- Excellent communicator, capable of interacting effectively across all levels of the organization (from lab to executive leadership)
- **Fluent in English**, both written and spoken
- Strong **presentation** and **scientific storytelling** skills

## OFFER

- Be part of a **purpose-driven company** transforming infectious disease treatment
- Opportunity to **evolve into a CSO role** within 1-2 years
- Direct influence over **scientific direction** and **pipeline prioritization**
- Competitive compensation, relocation support, and flexible work environment
- Work with a passionate, close-knit team based in one of **Europe's leading biotech hubs**
- The chance to make a **real impact on global health challenges**

## INTERESTED?

Please send your CV together with an adapted cover letter to [tom.morael@pahrtners.be](mailto:tom.morael@pahrtners.be).

YOUR APPLICATION AND  
RELATED INFORMATION WILL REMAIN  
STRICTLY CONFIDENTIAL.