

Insectary Operations Team Manager

Position Summary

We are seeking a highly motivated and experienced Insectary Operations Team Manager to manage all insectary activities, driving our program as the Company transitions from an R&D organization to one focused on commercialization as well as new R&D targets. This individual will be responsible for ensuring a reliable, consistent and scalable supply chain of sterile male insects that meets the demand of global insectary partners, farmer customers and academic and other research partners.

The Insectary Operations Team Manager will manage and mentor a team of associate scientists, ensuring seamless execution across rearing, sorting, and production workflows. The ideal candidate will demonstrate strong initiative, exemplary communication skills, effective team leadership, sound decision-making, and a holistic understanding of insectary operations to meet demand while maintaining quality standards and ensuring regulatory compliance.

Key Responsibilities

- **Team Leadership & Development**
 - Supervise, mentor, and support a team of associate scientists.
 - Foster a collaborative and accountable work environment, emphasizing continuous improvement and professional growth.
 - Strong communication skills for coordinating across teams and presenting updates to leadership.
- **Operational Management**
 - Manage the end-to-end workflow of insect rearing, colony maintenance, and delivery of lines of insects to production partners.
 - Ensure that schedules, resources, and personnel are aligned to meet operational goals and research timelines.
 - Maintain agility in managing multiple simultaneous deliverables.
 - Manage and maintain compliance with standard operating procedures (SOPs), biosafety standards, and regulatory requirements.
 - Track key performance indicators (KPIs) and provide regular reporting on insectary productivity, quality, and resource utilization.

- Quality Systems & Process Control
 - Operate insectary activities within a structured quality management framework designed to support consistent and scalable production.
 - Maintain accurate production records, batch tracking, and colony performance metrics.
 - Ensure Insectary Operations adhere to established SOPs, controlled documentation practices, and quality assurance protocols.
 - Support development and implementation of process controls, quality monitoring systems, and operational documentation required for commercial-scale insect production.
- Decision-Making & Problem-Solving
 - Make critical, time-sensitive decisions in response to operational challenges (e.g., colony health, production bottlenecks, equipment malfunctions).
 - Proactively identify risks, inefficiencies, or quality issues and implement corrective actions.
- Collaboration & Culture
 - Collaborate cross-functionally with the Commercial Operations Team and R&D to align insectary outputs with broader organizational objectives.
 - Promote a culture of scientific rigor, operational excellence, and innovation.

Qualifications

- Bachelor's or Master's degree in Entomology, Biology, Biotechnology, or other science discipline preferred.
- 5+ years of hands-on experience in laboratory management, insect rearing, or related biological operations.
- Proven leadership experience with the ability to motivate and manage technical staff.
- Strong critical thinking and problem-solving skills, with the ability to make confident, informed decisions under pressure.
- Excellent organizational and project management skills, with a track record of optimizing workflows and resources.

Preferred Attributes

- Experience with large-scale insect rearing or agricultural/biotech production environments.
- Knowledge of biosafety, regulatory, and quality control standards related to insectary operations.



- Familiarity with automation, imaging, or sorting technologies for entomological applications.
- Ability to balance strategic planning with hands-on troubleshooting.
- A proactive mindset with the ability to anticipate challenges and adapt operations accordingly.

About Agragene

Aragene is pioneering the next generation of precise, sustainable insect control to protect crops, support farmers, and strengthen the global food system. We take pride in our relationships, partnerships and collaborations as we all work together towards a healthier, brighter future. Agragene envisions a world where producers protect their crops and animals with every release of a sterile insect. This evolution in agriculture is a measurable step towards a cleaner harvest and a healthier ecosystem that future generations can trust.

Visit www.agragene.com to learn more.

To apply for this position, send resume/CV to: jobs@agragene.com