

Insectary Operations Lead

Position Summary

We are seeking a highly motivated and experienced **Insectary Operations Lead** to manage all insectary activities, driving our program as the Company transitions from primarily 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 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 Lead** will manage and mentor a team of associate scientists, ensuring seamless execution across rearing, sorting, and experimental 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 enhance efficiency, maintain quality standards, and ensure 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, experimental preparation, and delivery of end use product to the field.
 - Ensure that schedules, resources, and personnel are aligned to meet operational goals and research timelines.
 - Agility to manage the potential for multiple deliverables occurring simultaneously.
 - Manage and maintain compliance with standard operating procedures (SOPs), biosafety standards, and regulatory requirements.
- **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.

- **Strategic & Holistic Operations Management**
 - Develop and refine workflows to optimize efficiency, scalability, and long-term sustainability of insectary operations (5 year plan).
 - Collaborate cross-functionally with R&D, quality assurance, and leadership to align insectary outputs with broader organizational objectives.
 - Track key performance indicators (KPIs) and provide regular reporting on insectary productivity, quality, and resource utilization.
 - **Innovation & Continuous Improvement**
 - Evaluate and implement new technologies, equipment, and methods to advance insectary capabilities.
 - Promote a culture of scientific rigor, operational excellence, and innovation.
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Qualifications

- Minimally Bachelor's or Master's degree in Entomology, Biology, Biotechnology preferred but not required.
 - 5+ years of hands-on experience in insect rearing, laboratory management, 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.
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Please e-mail CV or resume to jobs@aragene.com to be considered for the role.