



Current Opportunities

1. **CHEMICAL OPERATOR**
 2. **DIRECTOR, OPERATIONS**
 3. **ANALYTICAL CHEMIST – METHOD TRANSFER / QUALITY CONTROL**
 4. **SENIOR SYNTHETIC ORGANIC SCIENTIST**
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1. CHEMICAL OPERATOR

Due to continued expansion of our manufacturing facility, a Chemical Operator is required on a full time basis.

The Company

Alphora Research Inc. is a pharmaceutical research, development and manufacturing organization in the field of active drug substances and synthetic organic chemistry. Alphora Research Inc. is a growth oriented organization with a strong capital base and a continuing flow of interesting and challenging projects resulting from newly established alliances with global pharmaceutical companies. Refer to our website at www.alphoraresearch.com for further information on our company.

Candidate

You are a team player with a mature and responsible attitude. The pride you take in all aspects of your work is demonstrated by the thoroughness and accuracy with which you complete assigned responsibilities. You realize that working safely and close attention to detail is paramount in the handling and processing of chemicals. Experience in a chemical processing environment, good organizational and communication skills and the ability to multitask in a fast paced environment will make you an ideal candidate to become a member of our team.

Description of Department

The Kilo Laboratory/Pilot Plant is responsible for the manufacture of active pharmaceutical ingredients and intermediates up to multi-kilogram quantities in accordance with current Good Manufacturing Practices (cGMP).

Major Responsibilities

- Carry out chemical processing operations using state of the art reactors and supporting process equipment
- Perform preventive maintenance and calibration activities
- Perform cleaning of chemical processing equipment and facilities
- Receive, sample, label and ship chemicals and products
- Work in accordance with Environmental, Health and Safety Procedures, Standard Operating Procedures, Production Batch Records and Good Manufacturing Practices

Education and Experience

- Minimum of High School Diploma
- 3-5 years of experience in a chemical manufacturing facility
- Experience handling hazardous chemicals
- Experience working with chemical processing equipment
- Flexibility to adapt to and perform shift work
- Knowledge and ability to operate computerized equipment
- Good verbal and written English communication skills

Please forward your resume to hr.operations@alphoraresearch.com. We thank all applicants, but regret that only those short-listed will be contacted.



2. DIRECTOR, OPERATIONS

With the continued expansion of Alpha Research and its manufacturing capabilities, Alpha is seeking candidates for the position of Director, Operations.

The Company

Alpha Research Inc. is a pharmaceutical research, development and manufacturing organization in the field of active drug substances and synthetic organic chemistry. Alpha Research Inc. is a growth oriented organization with a strong capital base and a continuing flow of interesting and challenging projects resulting from relationships with global pharmaceutical and biotechnology companies.

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Description of Department

Alpha manufactures active pharmaceutical ingredients (API's) and intermediates up to multi-kilogram quantities in accordance with current Good Manufacturing Practices (cGMP). Its manufacturing operations include cGMP kilo laboratories and pilot plants for the production of clinical and commercial API's for Alpha's clients. Alpha has been continuously expanding its operations and is currently contemplating a new plant expansion for 2013.

The Challenges of the Role

As a research and development organization each product that flows into the manufacturing organization is unique and requires the development of specific methods and operating processes to ensure efficient and effective manufacturing of the end product to meet client needs and satisfy cGMP and FDA standards.

Therefore the Operations Organization has three major functions:

Technology Transfer

A team of scientific and engineering professionals translate the scale-up methods developed by the synthetic and analytical chemist into SOP's and Batch Sheets for the manufacturing organization.

Operations

This group is accountable for the effective and safe operation of Alpha's manufacturing facility which consists of a pilot plant with 500L reactors and two Kilo labs with 60L reactors.

Warehouse

Ensures safe storage of a wide range of chemicals, solvents, and other material required in the production of the API's.

Key to Success for the Director, Operations

- Working with other areas of Alpha to develop SOP's, batch sheets and other operating processes which anticipate all potential issues that can come up during production and also meet cGMP standards and ultimately client and FDA audits.
- Scheduling batches within a research environment fraught with complexity and unforeseen problems which can occur during production.
- Attracting and developing operators and other professionals who thrive in working each day with a new product which does not have the predictability and routine found in a conventional operating environment.

Candidate

You are a senior manager with strong leadership, technical and business skills. Ideally possessing a Professional Chemical Engineering degree or related background, your experience should include leadership roles in plant manufacturing within a pharmaceutical and development setting.

You are an accomplished leader of people of diverse backgrounds and technical capabilities, ensuring that operational milestones are achieved to meet client needs within prescribed budgets.



In addition to cGMP knowledge for the synthesis of pharmaceutical API's, you should have a solid background in Process Engineering, operational HS&E and are effective in leading within a team environment on a diverse range of chemistry and technology related issues. You are also conversant in business skills, supply chain management and excel at understanding and measuring operational performance.

Experience in a chemical processing environment, good organizational and communication skills and the ability to multitask in a fast paced environment will make you an ideal candidate to be a key member of Alpha's management team.

Major Responsibilities

- Manage the successful completion of the manufacture of each product which fulfill client requirements by integrating the effort of Technology Transfer, Operations and the Warehouse by adhering to well developed operating processes.
- Continually upgrade the use of project management and forecasting systems to enable the effective deployment of resources on each project and between projects
- Work with warehouse and technology transfer staff to identify opportunities to use sophisticated material management approaches to increase profitability on each project.
- Build constructive and co-operative working relationships with other departments within Alpha to facilitate successful completion of work
- Establish systems, templates and standards to enable effective production scheduling
- Identify and develop all staff so that there is a team of employees fully capable to perform their roles. This includes ongoing upgrading of project management techniques, materials management approaches and people management skills.
- Ensure health and safety practices are followed at all times, safety audits are conducted and any near misses are reported.
- Set goals for each year and cascade accountability to each manager to ensure each employee has a clear definition of what is expected and how they will be measured and rewarded.
- Communicate the overall strategy for Alpha to all employees to ensure all employee effort is aligned to this direction
- Keep ahead of trends in the industry, being vigilant in identifying opportunities for new technologies and approaches
- Establish long term capital and staffing requirements forecasts to meet business goals

Education and Experience

While the incumbent must have the capacity to contribute to the development of the of the overall operations strategy of Alpha, the primary requirement is to possess outstanding operational and organizing skills to bring the wide variety of project variables together to ensure quality work is performed to the complete satisfaction of the client organizations.

- Must be a Chemical Engineer or equivalent, supplemented with business education such as an MBA
- Must have at least 10 years of API manufacturing experience, preferably with a contract research organization
- Should have a proven track record of leading and managing an operations organization with the accountability to integrate the effort of at least three departments reporting to him/her
- Should have had the responsibility to develop major capital business cases and then take the accountability to implement the proposed project
- Must have had extensive experience in managing organization change
- Understand financial concepts, including the impact between revenue, cost and overhead dimensions
- Must have well developed knowledge of cGMP, HS&E within operations and pharmaceutical development

Attributes/Competencies

- Capacity to relate to and gain confidence of people at all levels of the organization.
- Must be on a personal growth curve, inquisitive, excited about learning and wants to contribute to building a high growth company.



- Must possess strong management skills and be superb in assigning work to teams which have the skills required to do the job.
- Appreciates the need for structure, but has the flexibility to make real time decisions based on the specifics of the situation.
- Must be able to challenge old habits and attitudes in a constructive way and be counted on to surface problems that others have come to accept.
- Should have superb project management skills.
- Must be facile in working with and engendering cooperation across internal and external suppliers and clients.

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3. ANALYTICAL CHEMIST – METHOD TRANSFER / QUALITY CONTROL

The Company

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Description of Department

The Analytical Method Transfer and Quality Control group works under cGMP and is responsible for the transfer of methods from analytical services into a Quality Control environment, providing analytical support to our cGMP Manufacturing group, performing method development for raw materials, performing stability studies, API/Intermediate/Raw Materials release testing and re-qualifications of Reference Standards.

Candidate

If you are:

- A team player, with an understanding of the key role that an Analytical Chemist plays in the field of Analytical Technology Transfer and support of developmental manufacturing activities in a cGMP research environment. (Alpha is not a routine manufacturing organization).
- Comfortable in a modern, state of the art analytical laboratory, and proficient in the operation of HPLC's and GC's.
- Experienced in method development and troubleshooting of analytical instrumentation.
- Hardworking with a great attention to detail and the ability to multitask and meet tight timelines in a fast paced research based production environment.
- Willing to work the day and afternoon shifts you would be the ideal addition to our team.

Major Responsibilities

Analytical Method Transfer

- Responsible for introducing new methods into a production setting
- Development of raw material methods
- Troubleshooting of new methods introduced in production as required.



Quality Control

- Testing of raw materials, in process controls, intermediates and finished products in support of our cGMP manufacturing operations.
- Testing of Stability Samples.
- Interpret and reporting all test results, tabulate data and generate reports.
- Responsible to identify OOS results and assist in their investigation
- Assist in maintaining the lab in a state of compliance by performing calibration checks and preventive maintenance of laboratory equipment.
- Work in accordance with established cGMP and safety requirements.
- Re-qualification testing of Reference Standards

Instrumentation

HPLC, GC, UV, IR, KF, TLC, IC, Polarimeter, TOC, ICP-MS

Education and Experience

- B.Sc. in a related field with a minimum of 3 years relevant experience in providing analytical support in a pharmaceutical research environment. Method development experience is an asset.
- Sound working knowledge of HPLC's, GC's, KF, UV, IR.
- Ability to troubleshoot HPLC's, GC's.
- Knowledge of cGMP requirements in the API industry.
- Excellent verbal and written English communication skills.

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4. SENIOR SYNTHETIC ORGANIC SCIENTIST

The Company

Alpha Research Inc. is a contract research, development and manufacturing organization in the field of active pharmaceutical ingredients (API's), synthetic organic chemistry and analytical sciences. Alpha Research Inc. is a growth oriented organization with a strong capital base and a continuing flow of interesting and challenging projects resulting from established alliances with global pharmaceutical companies. Please refer to our website at www.alphoraresearch.com for further information on our company.

Description of Department

Alpha Research Inc., which began operation eight years ago, has built a first class team of scientists and state of the art research facilities as well as new pilot plant and cGMP kilo-Labs for scale-up manufacture of API product at different levels of development.

Candidate

We are currently looking for a Senior Synthetic Organic Scientist to work on challenging projects in process research and development and to enable Alpha Research to meet the committed growth in new projects.

- The senior scientist will work on projects to research, develop, and implement process technologies for active pharmaceutical ingredients with particular emphasis on new route discovery and analytical development.
- He/she will collaborate with Alpha Research's biotech and pharmaceutical partner companies on project-related topics that include but not limited to:
 - o Development of tactical and strategic options for active pharmaceutical ingredients as part of new drug development, including technological, regulatory and commercial considerations.



- Selection of manufacturing options for intermediates and active pharmaceutical ingredients.
- This is an excellent opportunity for senior scientists with strong academic credentials and significant pharmaceutical industry experience.
- This is not an entry level position and only individuals with the required background and experience need apply.

Responsibilities will include but not limited to the following functions:

- Actively involved in synthetic process research and development by planning and executing experiments in R&D laboratories, collecting and analyzing data and observations, preparing reports.
- Provide project leadership by generating plans and timelines, preparing regular project updates, organizing project meeting, communicating to the clients and other departments on project-related issues, generating interim and final reports.
- Supervise a team of Research Scientists and individuals in their daily activities in R&D laboratories. Conduct performance evaluations for reporting employees.
- Conduct peer review of experimental records and reports on process development.
- Maintain laboratory in an organized and safe state.

Education and Experience

- Ph.D. in organic chemistry supplemented by post doctoral studies.
- 5 years of industrial experience with at least 2 of those years working in the pharmaceutical or biotechnology industry.
- Extensive experience in developing pharmaceutical process technology including analytical specifications, scale-up and engineering, transfer of technology, raw materials, economics and regulatory constraints.
- Must be able to develop multi-step syntheses for complex molecules.
- Must possess strong project management skills and proven supervisory experience.
- Must have capability to relate to and work with internal team members as well as external clients.

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