

VP and Vacaville General Manager

Job ID: 00414579

Job Function

Production & Manufacturing

Schedule

Full-time

LocationUnited States-California
Vacaville**Job type**

Regular Employee

Company/Division

Pharmaceutical

Job Level

Executive (Director/VP/SVP)

Who We Are

At the Roche Group, about 80,000 people across 150 countries are pushing back the frontiers of healthcare. Working together, we've become one of the world's leading research-focused healthcare groups. A member of the Roche Group, Genentech has been at the forefront of the biotechnology industry for more than 30 years, using human genetic information to develop novel medicines for serious and life-threatening diseases. The headquarters for Roche pharmaceutical operations in the United States, Genentech has multiple therapies on the market for cancer and other serious illnesses. Please take this opportunity to learn about Genentech, where we believe that our employees are our most important asset and are dedicated to remaining a great place to work.

The Position

The Vice President and General Manager for our Vacaville site is responsible for ensuring the safe, efficient, cost-effective, compliant and quality manufacturing of Roche/Genentech commercial drug substance. The individual will oversee all site activities. The VP/GM is responsible for leading and overseeing the assigned plant's operations, management and staff, with direct and indirect reports of over 700+ employees, annual expense and capital budget management of \$200+ million USD, with total annual product manufacturing responsibilities in the multi-billion potential product sales. The VP/GM is responsible for all plant operations: including staffing of the plant, manufacturing, engineering, validation, facilities, technology, warehousing, Environmental Health & Safety (EHS) and operational excellence. VP/GM is accountable for meeting the site's production plans, on-time, on-target and within-budget, and in accordance with all safety, quality, compliance, regulatory, productivity and other performance metrics and targets. The Vice President is a member of the Biochemical Manufacturing Leadership Team; and as such, plays a key role in defining, setting and implementing the long range vision, strategy, objectives of the overall network.

The Vice President will collaborate with peer VP General Managers to create a supply

network that:

- Ensures nimble decision making
- Enhances operational practice sharing and process governance
- Facilitates bulk network optimization and workforce planning
- Facilitates bulk capacity utilization and cost of clinical manufacturing
- Creates a clear charter and performance measures

Responsibilities:

- Stays abreast of internal and external industry and marketplace dynamics and evolutions
- Acts as a standing member of the Biochemical Manufacturing Leadership Team
- Identifies industry or other marketplace trends and dynamics that potentially impact Roche and its production operations
- Makes important contributions to the annual, medium- and longer-range vision, strategy, objectives and plans for the Biologics network. Includes important contributions to PT's biochemical manufacturing network: network optimization, sharing best practices, lessons learned, leveraging innovations and resources, etc.
- Evaluates new products, new or updated production processes, systems, technologies, equipment or other business and operational strategies and plans for potential implications to Roche/Genentech's manufacturing plants and operations
- As part of the Biochemical Manufacturing Leadership Team, makes important contributions to the site 5-year plans and annual revisions/updates
- Plays a leadership role in PT's talent management review and planning processes
- Champions initiatives, best practices, continuous process improvement, compliance, quality and the like
- Acts as a lead business process owner for biochemical manufacturing core and sub-processes
- Job Family & Role-specific Responsibilities:
- Drives and delivers business results across the assigned plant; focusing on manufacturing processes that improve reliability, increase simplicity, lower cost, and enable sustainable and scalable growth
- Works closely with partners in Quality & Compliance, Regulatory CMC & Information Systems, Global Supply Chain, and Corporate EHS to develop appropriate safety, compliance, quality, cost, productivity and other relevant policies, procedures, goals and metrics
- Accountable for ensuring the assigned plant consistently meets all cGMP (Current Good Manufacturing Practices) and other regulatory requirements
- Accountable to ensure, at all times, that the assigned plant is regulatory inspection-ready
- Defines, sets and oversees effective and efficient execution against the annual, medium- and long-range vision, strategy, objectives and plans for the assigned plant, its operations, projects, management and staff
- Works closely with Corporate Engineering to plan for and execute plant capital projects

- Responsible for ongoing development and improvement of the infrastructure necessary for the assigned plant to effectively and efficiently deliver against its vision, strategy, plans and objectives. Builds and maintains a world-class team, develops talent and ensures a robust succession plan is in place, at all times, for key positions within the plant
- Responsible for developing, implementing and managing annual operating/expense budgets for the assigned plant
- Leads and oversees plant operations, management and staff in all plant make, assess and release activities
- Accountable to ensure the assigned plant consistently meets its production plan and financial targets and goals (includes achieving or beating cost of goods targets and production cycle times). Regularly reviews production schedules and output to ensure conformance
- Provides leadership and resources to support PT's Class A goals. Includes creating clear charters and performance metrics to ensure the assigned plant achieves or exceeds Class A goals and objectives
- Plays the lead plant role in driving operational excellence and LEAN practices to ensure routine delivery of exceptional performance through a systematic approach to continuous operational improvement. Ensures plant management and staff apply industrial engineering and operational excellence tools to define standard work, reduce process variability and steadily deliver measurable efficiency gains
- Oversees monthly production plans, production activity controls and shop order sequencing to ensure optimal use of available capacity
- Accountable for ensuring all plant management and staff are trained in all aspects of their work in a timely and thorough manner and in full compliance with regulatory requirements and GNE's policies and standards
- Drives and oversees regular and ad hoc risk assessment and mitigation planning and management
- Coaches and guides direct reports and their staff in their work and on interactions and communications with internal and external customers, partners and stakeholders
- Oversees and consolidates weekly and monthly analyses and reporting; including key information and results in execution against plant plans, goals and objectives
- Leads and/or participates in various cross-functional teams or committees, e.g. Quality Council, S&OP, etc
- Develops and implements strategies for community relations. Acts as a GNE spokesperson and liaison to local communities

Who You Are

Requirements:

- Bachelors Degree (life sciences, engineering or business disciplines preferred)
- Graduate Degree is preferred (life sciences, engineering or business disciplines preferred)
- Ability to travel domestically and internationally (15 - 25%)
- 15 or more years' related professional experience in the biotech or pharmaceutical industry (manufacturing, supply chain, engineering, project management, facilities management, operational excellence etc.). Multidisciplinary experience is strongly preferred
- Biopharmaceutical manufacturing management experience at a senior level is strongly preferred

- 8 or more years' previous people management experience. Experience managing cross-functional operations and staff. Several years experience managing direct and indirect reports. Previous managerial experience includes leading and overseeing large workforces (>100 individuals)
- New product launch experience
- New plant start-up or turnaround experience
- Experience planning, leading and overseeing large capital projects (ideally within the biotech, pharmaceutical or related industry)
- Has successfully led large-scale business planning processes, to include development and implementation of such plans, goals and metrics
- Has successfully led process and other continuous improvements
- Considerable previous experience successfully interacting with management at all levels, across the enterprise. Clear and concise communicator, willing to take a stand and intelligent, informed risks. Demonstrates a track record of consistently appropriate business judgment and decisions

Genentech is an Equal Opportunity Employer.