



Bristol-Myers Squibb

Technical/Operations Supervisor I

Requisition #: R1515163

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We are seeking a Technical/Operations Supervisor I to join the Veterinary Sciences team at the Lawrenceville, NJ site. As such you will experience a culture that believes in making the animal care and use program a model for the industry. We are focused on providing employees with career development and activities across our entire drug development process.

Bristol-Myers Squibb is the industry leader in immuno-oncology, Cardiovascular and Fibrosis with life-saving medicines and a rich clinical portfolio of diverse modalities including monoclonal antibody, antibody drug conjugate, fusion protein, and combination regimes.

Position Responsibilities

Manages the daily operations of multiple animal facilities and specialty area(s) including USDA regulated species, infectious disease/BSL2 areas, and support of in-vivo pharmacology/biology study areas. Maintains full ownership of assigned area(s) of responsibility as subject matter expert requiring minimal manager oversight. Responsible for upholding regulatory and welfare standards as they pertain to laboratory animal care, husbandry, facilities, and the overall animal macro environment. Sets standards and provides guidance on daily operations, animal room preparation, environmental parameters, and relevant reports and takes corrective action as necessary. Assists in the oversight of daily activities and development of staff and programs. Works with PI's and staff to optimize workflows for in-vivo studies. Reviews staff work assignments and ensures quality performance of assigned tasks. Leads the reviews and updates VS Standard Operating Procedures (SOPs) according to the assigned review schedule. Manages and develops assigned staff consistent with Company strategy and to achieve departmental objectives. Leads supervisory team in developing cross functional capabilities and building team effectiveness. Recommends, develops, and delivers training programs for VS employees and research staff on proper techniques required for compliance with research protocols. Meets regularly with research staff to assess their research animal needs and appropriately plan for efficient program support. Oversees the maintenance, use, disposition, and inventory of equipment for animal care or laboratory activities. Leverages basic knowledge and understanding of clinical observation and treatment methods to enhance animal care program and health and wellbeing of animals. Partners with staff to craft development plans in relation to company strategy to achieve departmental objectives. Recommends, develops, and delivers training programs to create growth opportunities for VS and research staff. Supervises the maintenance, use, disposition, and inventory of equipment for animal care or laboratory activities. Provides assistance with major project/program activities in the department which may involve multi-site interactions.

Competencies – Knowledge, Skills, Abilities

- The individual is required to have knowledge of experimental methodology, facility operations, and knowledge of regulations and guidelines that govern animal care and use programs.
- Must have mastery of all VS SOPs and a good understanding of related departmental procedures (EH&S, Facilities, etc.) and proficiency in integrating this knowledge with strategic objectives.
- Must have outstanding team building skills and demonstrated leadership and managerial abilities.
- Must have a solid foundation in the care and maintenance of USDA (Animal Welfare Act) regulated species as well as the regulatory requirements for maintaining those animals.
- Must also have a clear understanding accrediting guidelines (The Guide for the Care and Use of Laboratory Animals) and AAALAC for facility operations.

Experience – Responsibility and minimum number of years

- Must have a history of consistent, sustained, high-level performance typically attained with 7-10 years relevant experience in a laboratory animal facility.
- Must have knowledge of the site processes and key contacts such as Medical, HR, investigators, EHS and Facilities required to coordinate project-related activities.
- Must have an excellent understanding of research animal facility operation, to include animal welfare practices, husbandry procedures, animal health and veterinary care, enrichment program, and applicable regulations/accreditations (USDA, AAALAC, OLAW, and site/departmental SOPs).

Qualifications

- Bachelor of Science (BS) in life sciences or an Associates with at least five year of supervisory experience.
- Individual must have AALAS certification at the Laboratory Animal Technologist (LATG) level.
- AALAS Certification at the Certified Manager of Animal Resources (CMAR) is preferred.
- Masters of Science (MS) in Molecular Biology or Laboratory Animal Science and/or a Masters of Business Administration (MBA) is preferred.