Taconic Biosciences – Senior Director/Attending Veterinarian
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Taconic Biosciences, an industry leader in animal model solutions, is seeking an exceptional DACLAM veterinarian and regulatory expert in the laboratory animal space to lead our global animal quality team as the Senior Director Animal Quality & Compliance.

This high visibility role will initially perform the US attending veterinarian role and a sub-set of Institutional Official (IO) responsibilities with the intent of taking on the full IO assignment in time. Taconic prioritizes Birch’s 3Rs, driving a culture that emphasizes both employee and animal welfare. We advise leading pharmaceutical, biotech, and academic customers on a range from animal husbandry to colony optimization while focusing on murine animal models with an emphasis on cutting edge genetically engineered models. Our culture rewards learning and teaching others, bias for action, transparency, and respect: maximizing problem solving and minimizing drama. Join Taconic as we leverage our innovative products and services to help customers accelerate advancements in human health.

**Responsibilities:**

- Defines and drives Taconic’s animal care and use strategy to comply with AAALAC, industry, regional and local government, and the like through collaboration with key functional leaders and stakeholders.
  - PHS Assurance, OLAW, NY DOH Animal Use and Controlled Substance registration, DEA Controlled Substances, European Directive 2010/63/EU, FALASA, Denmark, and Germany regulations
- Performs agreed to IO responsibilities while developing into the IO role.
- Defines and utilizes KPIs and data to identify and prioritize improvements and manages to effective closure.
- Refines clinical program, along with other veterinary staff, to one of clinical excellence, with proactive prevention and resolution of potential animal welfare and quality issues via:
  - Gathers and assesses clinical data and manages animal care and use/compliance related corrective actions, including customer complaints, adverse phenotypes, and the like.
  - Drives development and deployment of animal and animal welfare training for all functions.
  - Subject matter expert for animal welfare and quality customer complaint investigations
  - Benchmarks industry best practices to advance Taconic’s animal care and use program.
- Performs the role of attending veterinarian.
- Partners with the IACUC chair to ensure that the IACUC functions effectively and efficiently.
- Ensures effective facilitation and closure of all IACUC semi-annual inspections and facilitates improvements to prevent recurrent findings.
- Key collaborator and customer liaison for customer complaints.
- Actively develops relationships and consults with veterinarians and animal welfare officers at Taconic customer sites to support our value proposition of customer intimacy.
- Provides subject matter expertise on laboratory animal medicine, facility design and regulatory requirements to colleagues within and outside Taconic. Prepares and submits scientific/clinical manuscripts for use on our Taconic website, internal and external communications including peer-reviewed publication.
- Leads and manages the global animal quality function, including the veterinary care team and the Compliance Coordinator.
• Works with customers, partners, and Taconic cross-functional stakeholders to effectively manage and resolve animal welfare concerns.
• Signatory for NY sites international shipping paperwork.
• Escalates non-compliance and concerns to the IO, as necessary.
• Monitors and reports animal activism threats and serves as key contact for NPOs supporting animal testing.

**Education and Experience:**
• Doctor of Veterinary Medicine (DVM), Veterinariae Medicinae Doctoris (VMD), Diplomate American College of Laboratory Animal Medicine (DACLAM, accredited with the American Veterinary Medical Association (AVMA) required.
• Specialized and advanced training and certification/boarding by an Independent Board of Examiners. Examples include ACLAM Diplomates, Board certification for pathology, Board certification for toxicology, etc.
• NYS Veterinary practice license.
• USDA accreditation in the state of NY.
• 10+ years of relevant experience and/or training, which includes:
  o 5+ years' experience as a leader with a proven track record of ensuring compliance and implementing best practices in a matrix organization.
  o 5+ years expertise with mouse and rat production, including surgery, embryology, engraftment, and the like.
  o 5+ years' experience with complex genetically engineered mouse models preferred.
  o 5+ years’ experience having expert knowledge of US and EU laboratory animal regulatory requirements.
  o 5+ years proven ability to facilitate an aligned resolution across cross-functions.
• Exceptional verbal and written communication skills, including excellent presentation skills.
• Skill in designing, implementing, and coordinating assignments, operations, and/or programs.
• Experience in making decisions or recommendations significantly developing or changing organizational policies or procedures.

**Location and Travel:**
This position primarily works remote with a requirement to be onsite at the NY facilities 20-25% of the time each month, requiring more time on site initially to build relationships with the team and learn our processes. In addition, travel to other Taconic locations will occur on a regular basis. Qualified candidates will be within 2-3 hour driving proximity to the Germantown, NY, and Rensselaer, NY sites.

**The Pay Range:** $220,000 - $300,000. Exact compensation may vary based on several factors. These factors include, but are not limited to, geographic location, experience, training, education, and local market conditions.

**What we offer:**
• Insurance within 30 days or less which includes options for medical, dental, vision, pet insurance and more!
• 20 days paid time off plus 6 additional holidays and 1 floating holiday
• Annual Bonus Program
• Work life balance
• 401(k) plan with up to 4% employer match
• Tuition reimbursement
• Career advancement opportunities
• Commitment to training and providing you with the skills you need for success
• All employees receive access to 24/7 telemedicine (including mental health), short- and long-term disability and life insurance

Internet:
This role requires reliable internet service, Taconic requires a minimum speed of 200 MPS to be obtained. A stipend of $12.50 per weekly pay period is provided to aid in this requirement. Employees who cannot or will not get improved internet service are welcome to work at a Taconic office of their choice.

About Us:
With a history of over 65 years of excellence, Taconic Biosciences is a global team of the best problem solvers in the industry. We partner with our clients to develop winning research strategies that accelerate the discoveries for prevention and treatment of disease.

Taconic employees all over the world show up every day to deliver the best solutions for our clients while caring for ourselves, each other, and especially our animals. If you are a respectful, compassionate individual with a can-do attitude and a desire to do the right thing, we want you to join us!

Better Together at Taconic
Inclusion, Diversity, Awareness & Action. Taconic Biosciences is taking an active and intentional role in creating a company culture that encourages and appreciates the uniqueness in all people. Being you is what allows you to bring your best self to work. We are committed to ensuring that Taconic is a safe and fair workplace for everyone because it’s our differences that make us stronger. We are better together.

Taconic Biosciences is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability, or protected veteran status.