



TRANSFORMING WOMEN'S HEALTH WITH LIFE-CHANGING, PERSONALISED, MEDTECH HORMONE-FREE SOLUTIONS FOR INTIMATE HEALTH

The women's health market is large and underserved, a market ripe for disruption. AVeta Medical's vision is to help women manage and embrace the body's hormonal shifts shamelessly. AVeta Medical's CEO and Founder completed the BiInnovate Ireland Fellowship in 2017 and has since developed patent-protected technologies that solve one of the most significant unmet needs in the women's health space. She has established a leadership team with direct experience in launching new products in women's health and a Clinical Advisory board of Key Opinion Leaders in women's health. Our long-term mission is to establish a global women's health platform with personalised solutions at every stage in a woman's life.

AVeta Medical is based in Galway, Ireland, a vibrant medtech innovation hub. It is a spinout of NUI Galway, developing a device targeting the 39m women who suffer from vaginal atrophy, a global market of c€2.5B. We have already completed proof of concept preclinical work in rodent and ovine models and in 2021 AVeta Medical was awarded the EIC accelerator grant of €2.5M which will fund our first clinical evidence study this year in advance of our first funding round. We are aiming to launch our first product into the US market in 2025 and the European market in 2026.

WE ARE NOW RECRUITING A RESEARCH & DEVELOPMENT DIRECTOR

As a key early employee in a valuable leadership position, you will be joining a senior leadership group steering the company's growth, value and culture. This is a full time, permanent role based in Galway, Ireland with a hybrid work-from-home opportunity and flexible working hours. Limited travel will be required depending on the project phase. The R&D Director will report directly to the CEO. A highly competitive remuneration package is available commensurate with experience and incorporating share options to enable the successful candidate to share in the company's overall value as we grow.

DUTIES & RESPONSIBILITIES

- Accountable for shaping and delivering the product development programme for our initial class II device for Vaginal Atrophy to full commercial launch and beyond. Establish R&D programme objectives, timelines, milestones and budget with the leadership team. Identify and mitigate technological risks throughout the design process. Promote problem-solving techniques within the team.
- Developing a pipeline portfolio of diverse women's health products, working from basic clinical need through opportunity assessment and device concept to prototype. Effectively represent AVeta Medical while interacting with Clinicians, women users, to distil their needs into product requirements and concepts. Engage scientific advisors to screen product ideas.
- Apply an understanding of anatomy and physiology with engineering knowledge in materials and processes to come up with working designs. Lead the development and management of the company's intellectual property portfolio.
- Shape the structure of the R&D function; recruiting, leading, managing and developing a team of highly talented engineers. Provide leadership in technical innovation across the department championing a culture of innovation. Manage any external contractors to deliver on time, cost and performance targets.
- Work alongside the QARA Manager in the delivery and implementation of an appropriate QMS, ensuring full participation/policy adherence within the R&D function.
- Partner with internal functions including Manufacturing, Supply Chain, Quality Assurance, Clinical and Regulatory to drive the timely completion of market clearance applications (PMA/510k) to the FDA and EMEA.
- Oversee and manage technology transfer to the manufacturing process, interfacing effectively with subcontract manufacturing and other suppliers to deliver on agreed product specifications.
- Work with senior team members to develop further grant applications for product development opportunities.



EDUCATION/EXPERIENCE

- Degree level 8 in Engineering or related discipline (Life science, Bio-medical/ Science) with 8 – 15 years' relevant experience within medical device environment.
- Proven track record in medical device product development including innovation and project/program management, design theory, risk analysis, problem-solving skills and technical leadership.
- Prior experience of bringing a medical device through the full development cycle including clinical studies/regulatory approval.
- Knowledge of regulatory standards and design control systems.
- Experience in early research aspects of product development desirable.
- Demonstrated people management skills including recruiting, on-boarding, training and development.
- Intellectual property development and strategy experience is an advantage.
- Strong communication and presentation skills to lead or facilitate effective discussions and relay technical and/or project information to key stakeholders.
- Dynamic team player and leader that can work effectively and proactively collaborate on cross-functional teams.
- Experience in working with KOLs to identify unmet therapy needs.

ATTRIBUTES

- Strong leadership qualities with an open and collaborative style; a pro-active team builder with a hands on attitude. Values honesty and transparency to identify and resolve issues.
- Effective planning mentality and results focus. Objectively prioritizes product development opportunities. Excellent attention to detail and bias towards action.
- Ability to thrive in a start-up environment and willingness to adapt to a small company environment.
- Outstanding written and verbal communication both internally and externally. Communicates complex technical challenges appropriately and effectively.
- Effective at building strong cross-functional relationships with the key stakeholders.

Our Values are important and we want to hear from people who share them:

- **Patient First:** A commitment to the delivery of safe and effective solutions that significantly improve quality of life. A genuine passion to improve women's lives.
- **High-Quality Customer Delivery:** To deliver a high-quality sustainable product and service at a reasonable price.
- **Purposeful Innovation:** To use scientific research to understand unmet clinical needs and develop scientific solutions.
- **Employee Enrichment:** To provide a respectful, inclusive and entrepreneurial environment where employees can thrive with calculated bias for action.

At AVeta Medical, we value what makes you unique. Be part of an innovative woman's health start-up that thinks differently to solve problems and deliver meaningful innovations. We are an equal opportunities employer and respect the importance of bringing different skill sets and perspective together to generate the best solutions.

What's next:

- [Send your CV and the reasons why you're a great fit for this job to paula.newell@nuigalway.ie](mailto:paula.newell@nuigalway.ie)