

Atlantic Therapeutics is a growing organisation with an exciting product, called INNOVO®, that changes people's lives. We are building a team of people with the belief, passion and expertise to make our business a success and positively influence our customers quality of life. Our vision is to enable millions of people each year to restore their pelvic floor, and thereby restore their control, confidence and active lifestyle.

Job Title **Chief Operating Officer**

Reporting to the Chief Executive Officer, you will oversee delivery of the company strategy and business plan across a range of operational functions including Research and Development, Regulatory and Quality Affairs, Manufacturing and Supply Chain, Customer Care and Information Systems. You will ensure the ongoing efficiency and success of these aspects of the business and deliver shareholder value. You will also be part of the Senior Leadership Team that creates and modifies company strategy and be responsible for day to day management of the team in the Galway Atlantic Therapeutics HQ.

Direct Reports: CTO, VP of Operations, VP of Regulatory and Quality Affairs , Head of Information Systems.

Dotted Line Reports: CFO/VP Finance, VP of Human Resources.

What's important:

- Ability to manage diverse business operations and translate strategic plans into achievable operational plans that deliver business growth and shareholder value
- Excellent planning, organisation and communication skills
- Proven leadership and management capabilities
- Experience in a fast-paced, rapid growth environment
- Strong working knowledge of finance, particularly corporate finance, would be an advantage

The day to day:

- Work closely with the CEO and Leadership Team to design and implement business strategies, plans and procedures
- Direct and oversee all operational aspects of the business including development of our products ,development and maintaining related process and systems the on-time delivery of our products and provision of excellent customer care services, etc.
- Ensure on-time delivery of all business projects
- Set comprehensive goals for performance and growth
- Identify activities that will enhance business growth and procedures that will improve the efficiency of the business
- Promote the company mission, vision and culture
- Encourage and empower management and employees to achieve maximum performance and dedication
- Reward and recognize employee's efforts and behaviours that demonstrate desired competencies.
- Evaluate performance by analysing and interpreting data and metrics
- Communicate regularly with and submit reports to the CEO on key performance indicators
- Participate in any expansion activities e.g. fundraising, strategic partnerships, acquisitions etc.
- Manage relationships with partners/vendors

Where you’ve come from:

You will be a graduate with experience as a Chief Operating Officer in a regulated consumer or medical devices company, preferably including start-up or turnaround with PE or VC backing. An MSc/MBA, whilst not essential, could be an advantage, depending on your business experience.

Who you are:

- Able to act as advisor to the CEO
- Comfortable participating in private and public financing rounds and M&A
- Strong at planning, tracking/monitoring and delivery
- Sound business judgement, financial acumen and astute foresight
- Solid analytical skills and proven ability to interpret data and translate into strategic and operational directions for the business
- Working knowledge across business functions particularly, R&D, Regulatory, Quality, Operations and IT
- Proven leadership skills and the ability to challenge and influence at Management, Board and investor level
- Excellent communication skills at all levels of the organisation
- Resilient, with the ability to manage multiple priorities
- Flexibility to adapt to short-term and other operational obstacles and challenges
- Strong people management skills
- Solid grounding in IT/IS/ERP systems

How you work:

We have created a list of competencies that are required at different levels, for every role within our Company:

COMPETENCY	ADVANCED/INTERMEDIATE/BASIC
Communication	Advanced
Interpersonal Skills	Advanced
Adaptability/Flexibility	Advanced
Accomplishments/Results Orientation	Advanced
Attention to Detail	Advanced
Customer Service Orientation	Advanced
Sales Orientation	Advanced
Decision Making, Problem Solving & Judgement	Advanced
Initiative & Innovation	Advanced
Leadership	Advanced
Planning & Organisation	Advanced
Pressure Tolerance & Resilience	Advanced
Supervising & Developing Others	Advanced
Teamwork/Working with Others	Advanced