



## **Senior Project Manager / Project Director, CMC**

**Location:** Copenhagen area preferred (hybrid remote/onsite)

**Reports to:** SVP, CMC Development & Project Management

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### **About VarmX**

VarmX is a fast-growing biotech company dedicated to developing innovative therapies that restore blood coagulation in patients taking Factor Xa inhibitors (FXa DOACs). Founded by leading experts in thrombosis and haemostasis, VarmX is advancing a first-in-class therapy now entering late-stage development.

We are a science-driven and collaborative organization with strong backing from top-tier investors and a clear mission: to make life-saving treatments available for patients who need rapid and effective reversal of anticoagulation. Learn more at [www.varmx.com](http://www.varmx.com).

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### **The Role**

As **Senior Project Manager / Project Director, CMC**, you will play a pivotal role in driving VarmX's CMC development programmes through late-stage activities towards regulatory submission milestones.

You'll lead cross-functional teams, coordinate with multiple external partners (including partners, CDMOs and service providers), and ensure all CMC activities—from process development to regulatory documentation—are delivered on time, within scope, and aligned with business goals.

This is a senior and highly visible role reporting directly to the SVP, CMC Development & Project Management.

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### **Key Responsibilities**

- Lead, plan, and execute CMC project plans across upstream and downstream process development, assay development, and analytical activities.
- Build and maintain integrated project schedules covering all CMC deliverables, budgets, and interdependencies across internal and external functions.
- Serve as the primary liaison between VarmX and its partners and multiple CDMOs, ensuring contractual compliance, deliverable quality, and alignment with overall development timelines.
- Monitor progress, identify risks and deviations, propose mitigations, and communicate updates effectively to senior leadership.
- Establish and oversee the overall CMC budget for development programmes; coordinate and track approvals for deviations and financial changes.
- Manage and harmonize documentation for regulatory submissions (IND/IMP/BLA) related to CMC.

- Drive collaboration across research, preclinical, regulatory, clinical, and business functions to ensure alignment and readiness for regulatory milestones.
  - Contribute to continuous improvement by introducing best practices, project management frameworks, and reporting tools.
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### Qualifications & Profile

- MSc (or higher) in Natural Sciences, Chemical/Biochemical Engineering, Biotechnology, or a related field.
  - 8+ years of experience in project management within the biotech or pharmaceutical industry, including late-stage CMC development for biologics or small molecules.
  - Deep understanding of (late-stage) process development (upstream and downstream), assay development, and GMP manufacturing.
  - Experience preparing and managing CMC documentation for regulatory authorities.
  - Proven track record of managing CDMOs and external partners.
  - Strong proficiency in project management tools (e.g., MS Project, Smartsheet, Planisware) and standard PM methodologies (Agile/Waterfall, risk management, reporting).
  - Adept at balancing scientific and business considerations; commercially aware and analytically strong.
  - Excellent communication and stakeholder management skills—able to collaborate across scientific, operational, and executive levels.
  - Entrepreneurial, proactive, and structured, with a passion for translating science into impactful medicines.
  - Fluent in English, both written and verbal.
  - Based in or willing to travel regularly to Copenhagen; hybrid working possible.
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### What We Offer

- A senior leadership opportunity in an agile biotech environment entering an exciting late-stage development phase.
  - High impact and visibility—your work directly accelerates VarmX's path to regulatory approval and patient benefit.
  - Flexible hybrid setup combining remote work with regular onsite collaboration.
  - A passionate, science-led, and supportive culture that encourages ownership and innovation.
  - Competitive compensation and benefits package.
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### How to Apply

Please submit your CV and a short cover letter outlining your motivation and relevant experience to Bo Persson, SVP CMC Development & Project Management (b.persson@varmx.com).

Applications will be reviewed on an ongoing basis.

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