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Director, Quality Assurance

Syros Pharmaceuticals is pioneering the understanding of the non-coding region of the genome to advance a new wave of medicines that control expression of disease-driving genes. Syros has built a proprietary platform to systematically and efficiently analyze this unexploited region of DNA in human disease tissue to identify and drug novel targets linked to genomically defined patient populations. Because gene expression is fundamental to the function of all cells, the Company's gene control platform has broad potential to achieve profound and durable benefit across a range of diseases. Syros is focused on cancer and immune-mediated diseases and is advancing a growing pipeline, including its lead drug candidates SY-1425, a selective RARα agonist for genomically defined subsets of patients identified by its platform, for a range of cancers including acute myeloid leukemia and myelodysplastic syndrome, and SY-1365, a selective CDK7 inhibitor for a range of blood cancers and solid tumors. Led by a team with deep experience in drug discovery, development and commercialization, Syros is located in Cambridge, Massachusetts.

Syros is looking for a results oriented, motivated, strategic thinker that is capable of partnering with other functional leaders to establish quality as a cornerstone of the company's operations.

Responsibilities include:

- Provide quality oversight for GxP activities.
- Collaborate with key stakeholders to develop stage appropriate policies and procedures to enable work to be performed in compliance with regulatory requirements and industry recognized best business practices.
- Develop and maintain a Quality Management System for Syros.
- Provide oversight of product disposition.
- Establish a vendor qualification program.
- Work with key stakeholders to develop an audit schedule for key vendors as well as clinical sites.
- Partner with functional leaders to identify key performance metrics and develop a plan for routine measurement.
- Work with functional leaders to anticipate risks and assist in development of appropriate risk management plans.
- Apprise senior management of critical issues.
- Champion process improvement concepts.
- Lead regulatory inspections.
- Partner with IT to ensure critical organizational systems meet regulatory and business.
- Serve as the go-to-person for quality matters within the organization.

Experience, Education and Specialized Knowledge and Skills

Syros is a growing pharmaceutical company with an entrepreneurial environment. The Director of QA must thrive in a fast-paced environment and be comfortable working under the conditions of volatility, uncertainty, complexity and ambiguity. As such, the person should also possess the following skills:

- Bachelor of Science degree with 8-10 years of experience working in the pharmaceutical industry (small to mid-sized biotech preferred).
- Working knowledge of GxP regulations/guidelines throughout the entire development life cycle.
- Strong analytical thinking allowing effective problem resolution.
- Ability to use influencing and negotiation skills to obtain key stakeholder buy-in of ideas and concepts.
- Ability to interact with staff at all levels in a fast-paced environment, often under pressure, while remaining flexible, poised and able to problem solve.
- Ability to prioritize and manage time efficiently.
- Ability to make decisions with limited information.
- Strong communication skills; written and verbal.
- Ability to anticipate risks and successfully develop plans to address identified risk.
- Ability to balance a hands-on-approach with a strategic focus.
- Global experience preferred.
- Ability to travel.

Finally, the candidate will need to embrace our values:

As a team we:

• are committed to transform the lives of patients
• are pioneering in our science
• challenge each other to achieve excellence
• work with passion, integrity and respect
• like rigorous work and serious fun