



Join us and build the plants of the future at **Neoplants**.

Who we are:

Neoplants is an early stage biotech start-up founded by Lionel (Ex Google) and Patrick (PhD Genome Editing, ENS), backed by top tier Silicon Valley venture, using cutting-edge molecular and synthetic biology techniques to develop the first green plants that can effectively remediate indoor air pollution in people's homes.

We are looking for passionate, ambitious, and extremely talented individuals to join our brand-new lab located in the centre of France's scientific and technological hub, the Paris-Saclay cluster, form our core R&D department and help us turn a crazy vision into a real-world product. Individuals that are not afraid to take on seemingly impossible challenges, yet are humble enough to recognise when Nature refuses to cooperate, and ingenious enough to work around these barriers.

This is the very beginning of our thrilling journey; with amazing growth opportunities both for the company, and the talent making it happen. Joining us means being one of the founding scientists and leading our R&D teams as they expand. You will get to exercise your creative thinking, team spirit and leadership capabilities by acquiring multiple responsibilities in an ultra fast-moving environment. You will also help cement the exceptional working environment we are cultivating.

At Neoplants, we aim to rekindle that spark we had in our eyes when we first got into science. If you are as excited as we are about using state of the art technologies, exploring uncharted scientific territories, pushing the boundaries of what is conceivable, if you want to transform the way people think about genetics and work on inspiring deep-tech products that have a real positive impact on the environment and people's lives, join us and help us lead this movement.

neoplants



Here are the available positions in our lab:

- Plant metabolism scientist
 - Biochemistry scientist
 - Molecular biology research associate
 - Plant transgenesis research associate
 - Plant microbiome scientist
 - Plant research technician / Lab manager
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Applications:

Send your CV, and 3 professional references to patrick@neoplants.co. Applications are accepted up until the positions are filled. You can expect to join our team as soon as this summer.



Plant Metabolism Scientist (Permanent position; CDI)

We are looking for a highly motivated person, with world-class scientific knowledge, social skills and energy to work in our main R&D team; and subsequently lead it. This key position requires a high level of critical thinking, scientific intuition and rigour combined with a unique deep insight in plant metabolism and metabolic engineering, as you will develop and manage a large part of our research endeavours. As the driving force behind the team, you should also need top-level leadership skills necessary in a constant high-stakes situation. We expect you to maintain your scientific curiosity while delivering results against very aggressive timelines. Unlike many others, we at Neoplants think that exceptional talents should expect no less than highly competitive salaries and an outstanding work environment.

Required:

- Ph.D. in plant biology, plant metabolism, or a related field with an additional 2+ years of relevant working experience
- Strong experience in plant metabolism engineering
- Experience in plant transformation and *in vitro* plant culture
- Experience in Protoplast transformation
- Experience in molecular biology techniques: DNA library construction, cloning, RE digestion and ligation, PCR, RT-qPCR, primer design and plasmid construction
- Experience in basic protein biochemistry: Western Blot and ELISA
- Basic bioinformatics knowledge
- Great interpersonal and communication skills
- Proficiency in English

A plus would be to have experience in:

- Photosynthesis and related pathways
- CRISPR mediated genome editing in plants
- Phytoremediation
- Type IIS cloning techniques
- Crops transformation



Biochemistry Scientist (Permanent position; CDI)

We are looking for a highly skilled person, with an exceptional scientific background, and a strong drive to work in our main R&D team. Your knowledge in enzyme optimization, combined with your creative thinking and troubleshooting skills will serve as one of the core scientific pillars of this company. You will also use your great work ethic to thrive in a hard-working and exciting interdisciplinary team. We also expect great project management skills and full autonomy, as you will develop your own scientific strategy to achieve team goals within an aggressive timeline. As we grow, you will supervise junior scientific staff and lead a new biochemistry research team. We believe that someone with your level of skills should expect no less than highly competitive salaries and an outstanding work environment.

Required:

- Ph.D. in protein biochemistry, enzymology, structural biology
- Strong experience in enzyme activity optimization (including experience in directed and random mutagenesis)
- Strong experience in various *in vitro* and *in vivo* enzyme activity essays
- Strong understanding of metabolic pathways (preferably in plants)
- Experience in protein structural biochemistry
- Experience in construction and *in vivo* expression of chimera or fusion proteins
- Experience in recombinant protein expression purification and basic molecular biology techniques: (plasmid construction, PCR, Western Blot)
- Great interpersonal and communication skills
- Proficiency in English

Nice to have:

- Experience in plant biology



Molecular Biology Research Associate (Permanent position; CDI)

We are looking for a talented engineer with a wide experience in molecular biology techniques to join our very young R&D department. You will be working in a multidisciplinary team, supporting PhD scientists to boost the speed of our research and optimise our scientific strategy. Amongst the numerous projects you will work on, you will be using your molecular biology skills to develop a variety of complex plasmid constructions, and test them in vivo in different plants. This requires great time and workstream management and well as a high level of flexibility and troubleshooting skills in the face of challenging tasks. We expect a very high level of involvement in the different projects you will be involved in, just as you should expect a highly competitive salaries and an outstanding work environment.

Required:

- Masters, or equivalent, in molecular biology with 3+ years of relevant working experience
- Strong experience in molecular biology techniques: DNA and plasmid library construction, cloning, RE digestion and ligation, PCR, primer design, maxi and mini-preps, DNA purification, etc.
- Extremely good lab workstream optimisation
- Good interpersonal and communication skills
- Proficiency in English

A plus would be to have experience in:

- Plant biology
- Arabidopsis or crops transformation
- Plant protoplast culture
- CRISPR mediated genome editing in plants
- MoClo technique



Plant Transgenesis Research Associate (Permanent position; CDI)

We are looking for an experienced and highly motivated plant transgenesis expert to kick-off and lead our most ambitious R&D project. You will need to have high scientific rigour and be comfortable with managing many parallel workstreams. You need to be equally comfortable with pushing the boundary of what we can do in plant transgenesis by using your ingenuity, troubleshooting and critical thinking skills. From day 1 you will work in full autonomy and manage your own project to achieve results within an aggressive timeline. Your work will be the basis of all future Neoplants products, and thus will be crucial to achieve our long-term vision. Therefore, as we grow, you will lead your own research team and train junior scientists. We at Neoplants believe that exceptional talents should expect no less than highly competitive salaries and an outstanding work environment.

Required:

- Masters, or equivalent, in plant biology (Ph.D. preferred but not required) and 5+ years of experience in plant transformation
- Strong experience in transforming various plant species: arabidopsis, tobacco and at least 2 other species (experience with monocots strongly recommended)
- Experience in both agrobacterium and biolistic mediated transformation
- Experience in basic molecular biology techniques: (PCR, plasmid construction etc.)
- Good interpersonal and communication skills
- Proficiency in English

Nice to have:

- Experience in CRISPR mediated plant genome editing



Plant Microbiome Scientist (Permanent position; CDI)

We are looking for a talented, passionate and highly motivated plant microbiome scientist with an exceptional track record, to initiate a project that will constitute a third of our R&D roadmap. You will need to have a high level of scientific maturity as you will work in full autonomy and manage your own project to achieve ambitious results within an aggressive timeline. Your insights and knowledge about plant microbiomes and plant-bacteria symbiosis will be crucial for the development of our product, and the work you will achieve at Neoplants will constitute one of the central pillars of our R&D efforts. As we grow, you will lead your own research team and train junior scientists. We believe that exceptional individuals such as yourself should settle for no less than highly competitive salaries and an outstanding work environment.

Required:

- Ph.D. in plant microbiome, metagenomics or a related field
- Strong understanding of bacteria-plant interactions
- Experience in rhizosphere and endophytic bacteria strain culture
- Extensive experience in handling various bacterial strains
- Great interpersonal and communication skills
- Proficiency in English

Nice to have:

- Experience in phytoremediation
- Experience with microbiomes of exotic plant species
- An additional 2+ years of relevant working experience.
- Molecular biology techniques: DNA and plasmid library construction, cloning, RE digestion and ligation, PCR, etc.



Plant Research Technician / Lab manager (Permanent position; CDI)

We are looking for an exceptional individual to become our plant culture expert and our lab manager. This is an extremely central and crucial position that requires good interpersonal skills, excellent multi-tasking ability and impeccable scientific rigour. You will work in very close relationship with the different R&D teams and coordinates all the lab's workstreams. You will also provide day-to-day support to the teams by managing the daily tasks of our lab and making sure all the material they require for their experiments is constantly available. You will also be in charge of all our plant cultures and insure the constant availability of plants ready to be transformed. At Neoplants, we believe that exceptional talents should expect no less than highly competitive salaries and an outstanding work environment.

Required:

- Bachelor, or equivalent, in plant biology or related field with 5+ years of relevant working experience
- Strong experience in cultivating various plant species
- Experience with performing general laboratory duties such as preparing media reagents
- Extremely good lab workstream optimisation skills
- Experience in lab management
- Great interpersonal and communication skills
- Proficiency in English

Nice to have:

- Experience in indoor plants horticulture