

## Research Associate, Biology

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**Job Code #:** 23BIO-5RA  
**Status:** Exempt, Full Time  
**Reports to:** In Vitro Group Leader, Biology  
**Department:** Biology  
**Contact:** [careers@actiobio.com](mailto:careers@actiobio.com)

### **About Us!**

Actio Biosciences, Inc., is a drug discovery and development company grounded in the science of precision medicine. Actio is developing a portfolio of drugs to modulate the activity of proteins responsible for rare diseases with the goal to also translate these findings into treatments for common diseases with shared underlying disorders. Actio has built an integrated discovery engine with deep human genetics, bioinformatics, and drug discovery expertise. Actio was founded in October 2021, and is funded by Canaan, Deerfield Management, DROIA Ventures, EcoR1 and Euclidean Capital.

Experience the early stages of innovation from learning and working in biotech while contributing to groundbreaking scientific progress that can improve the lives of people living with rare diseases worldwide. At Actio, our employees are passionate about their work and believe in the power of teamwork, collaboration, and mutual respect for every individual, every perspective, every day. Visit: [www.actiobiosciences.com](http://www.actiobiosciences.com)

### **About You!**

We have an opening for a motivated and energetic full-time hands-on biologist to support the discovery and development of small molecules for the treatment of rare diseases. The successful applicant will have a strong biology background and direct experience in assay development, generating and differentiating SAR data and supporting multiple drug development programs. They will also be highly focused on the evaluation and validation of novel targets. This individual will participate in a broad range of programs and activities in a dynamic new company and must enjoy, and flourish, in a fast-paced collaborative team environment.

### **You will be responsible for:**

- Contributing to a work environment that fosters support, collaboration, professionalism, mutual respect, and focus on unmet patient needs.
- Implementing and optimizing assays and cellular models for interrogation of biological questions across therapeutic areas under the guidance of senior scientists.
- Establishing and optimizing cell-based assays, including but not limited to FLIPR, viability, reporter, or other luminescence-based assays.
- Routine potency testing of small molecules in in vitro assays.
- Performing molecular biology techniques, including Western Blotting, ELISA, qPCR.
- Performing genetic modifications such as siRNA knockdowns, CRISPR, and/or overexpression in mammalian system.
- Mammalian cell culture and transfection of relevant targets.

- Generating reliable and reproducible data in a timely manner.
- Analyzing, organizing, and managing data independently.
- Keeping accurate experimental records in ELN.
- Participating in general lab maintenance.
- Preparing technical reports.
- Other duties as assigned.

**You have the following skills and qualifications:**

- Master's degree with 0-3 years of experience or Bachelor's degree with 2-5 years of experience in pharmacology, biochemistry, or a related life sciences field.
- Prior experience within the biotechnology or pharmaceutical industry.
- Strong hands-on laboratory expertise and exceptional organizational skills.
- Proficiency in Western blot, qPCR, ELISA, MSD, and luminescence assays.
- Competence in generating stable cell lines and reporter lines.
- Advanced computer skills, including Excel, PowerPoint, and GraphPad Prism.
- Outstanding aptitude for experimental design, troubleshooting, and execution.
- Self-motivated and detail oriented.

**Why Actio?**

The work culture at Actio fully embraces teamwork, collaboration and mutual respect. We believe that our employees are our greatest asset and we strive to create an inclusive and empowering environment where everyone feels valued and respected for who they are. We encourage our employees to bring their unique perspectives and experiences to the table and we believe that this diversity is what makes us stronger as a team. We invest in supporting our employees to succeed both at work and at home, and we believe that a good work-life balance is essential for everyone's well-being. If you thrive in an environment where you are inspired by others and empowered to participate to your fullest potential alongside highly talented and kind human beings - -Actio is the place for you!

We are committed to ensuring all employees, both current and future, receive fair and equitable pay. Base pay is one component of the total compensation package, and is determined within a range according to role, level, and location. This provides the opportunity for growth as you gain experience and develop within a role, while also allowing for differentiation based on performance. The base pay range for this role is between **\$71,000 and \$93,000** and reflects our good faith estimate of the minimum and maximum target for the position as of the date of posting and may be modified in the future. The final base pay within the range will be determined by work location and additional factors, including job-related skills, experience, relevant education or training, and market demand for your expertise.

Benefits programs offered include:

- Medical, dental and vision insurance (employee premiums covered by Actio at 90-100%)
- Health Savings Account with a rich employer contribution
- Mental health and wellness benefits
- 401k plan participation
- Equity Incentive Plan participation (stock options)
- Life/AD&D Insurance (premiums covered by Actio at 100%)
- Weeklong winter holiday shutdown
- Generous paid time off and holiday policies
- Parental, caregiving and various leaves programs
- Dynamic work environment where unique strengths of employees at all levels are cultivated.
- Regular company events and opportunities to participate in team-building gatherings and activities designed to foster open communication and engagement

Details of participation in these benefit plans will be provided with an employment offer. Actio benefits and compensation programs are subject to eligibility requirements and other terms of the applicable plan or program.

Actio is committed to building a diverse workforce and providing equal employment opportunities to all employees and applicants for employment. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

The above is intended to describe the general content of, and requirements to perform this job. It is not to be construed as an exhaustive statement of duties, responsibilities, or requirements.

To apply, please send your CV/resume and cover letter to: [careers@actio.bio](mailto:careers@actio.bio), and reference **Job Code #: 23BIO-5RA** in the subject field of your email.