



## Senior Scientist

### About SpectaCell

SpectaCell is a TechBio start-up from imec, VIB and Ugent, building a first-of-its-kind digital microscope designed to become the industry standard for functional testing of novel cancer and immune therapies. By combining breakthrough imaging technology with deep AI-driven biological insights, we are bridging the gap between lab research and large-scale biopharma manufacturing. We are on a mission to build a scalable tools-and-data business that empowers researchers and manufacturers to accelerate the development of life-saving therapies through smarter tools and better data.

### The role

We are looking for a hands-on, highly autonomous Scientist to join our early team, to be our Scientific Subject Matter Expert in the field of cell therapies and immune-modulators. You will work end to end across science and assay development: designing, optimizing, and validating functional cell-based assays and complex cellular systems that will form the basis of our future commercial device. You will work closely with colleagues across the company, external partners, and management. You will be one of the people who helps define assay performance, what data we need to make decisions, and how we translate scientific insight into a robust product. You will be responsible for keeping SpectaCell at the forefront of the immune-oncology and cell therapy fields by tracking the latest breakthroughs and translating them into our product roadmap.

This is a high-ownership role for someone who enjoys solving hard scientific problems, likes working in a fast-moving startup environment, and wants to ensure our technology addresses the most critical needs of the next generation of life-saving therapies.

### What will you do

- Act as the scientific expert for cell therapy and immune-oncology by monitoring the latest scientific breakthroughs, literature, and regulatory trends.
- Translate complex biological insights into a clear product vision, helping define the assay performance and data requirements needed to turn ambitious concepts into a robust commercial device.
- Take full ownership of assay development projects, driving them from initial concept through to validated implementation.
- Design, optimize, and validate functional cell-based assays and complex cellular systems, including cytotoxicity (speed-to-kill), proliferation, activation, and image-based readouts.
- Independently analyze experimental results and proactively propose, plan, and execute follow-up experiments.
- Drive progress with a hands-on, solution-oriented mindset, solving technical hurdles independently even when working with incomplete information or limited resources.
- Ensure high scientific rigor and quality while maintaining the speed and adaptability required in a fast-moving, early-stage startup environment.
- Coordinate across disciplines, collaborating with engineering and data science teams to ensure seamless method transfer and alignment on company-wide technical goals.

- Represent SpectaCell's science to external partners and the broader community through high-quality scientific publications, patent filings, and grant proposals.
- Represent SpectaCell at international conferences and within scientific working groups to engage with Key Opinion Leaders (KOLs) and validate our technology's relevance in the global therapeutic pipeline.

### **What we're looking for**

- PhD with 3–5 years of relevant experience, Master's degree with 5–8 years of relevant experience, or equivalent professional working and thinking level with 8–12 years of relevant experience.
- Strong background in Immune-Oncology and proven hands-on experience in cell biology and cellular assay development.
- Demonstrated ability to build, optimize, and troubleshoot assays from scratch.
- Excellent technical skills in primary cell culture, cell-based and image-based assays, and complex cellular systems.
- Highly independent and proactive, with the ability to identify problems early and move them forward without needing detailed instructions.
- Comfort working in an early-stage startup context, where priorities shift, resources are limited, and calculated risk-taking is part of the job.
- A pragmatic mindset, with the ability to balance speed, quality, and impact.
- Strong collaboration and communication skills, with the confidence to work constructively with internal and external partners.
- A roll-up-your-sleeves mentality, a strong sense of ownership, and excellent communication skills in English.

### **Why SpectaCell**

- You will have broad ownership from day one and play a defining role in shaping one of SpectaCell's first core product capabilities.
- You will work across disciplines at the intersection of cell biology, assay development, imaging, and product development rather than inside a narrow scientific function.
- You will join a young, ambitious start-up at a stage where your work can materially shape the company's trajectory.
- We offer a fast-paced working environment in our Ghent-based hub and a flat reporting structure that puts you at the heart of our mission.
- You will benefit from an attractive salary package with a wide range of benefits, including meal vouchers, group insurance, a mobility budget, flexible working hours, and the opportunity to participate in an employee stock option plan.

**Interested?** Contact us via [info@spectacell.com](mailto:info@spectacell.com)