



Vice President of Software Engineering and Process Automation
Position Profile

Role Location

Menlo Park, CA

Website

<http://www.personalis.com>

Company Overview

Vantage Partners has been retained by Personalis, a startup that is pioneering genome-guided diagnostics, enabling precision medicine for cancer and inherited disease. Personalis has completed a \$33 million Series C financing round led by Lightspeed Ventures.

As a VP of Software Engineering your focus will be on leading a team that delivers scalable, leading edge commercial software for genomics-based cancer and inherited disease diagnostics.

The VP of Engineering is part of the broader executive plan to scale up operations for pending global growth. CEO John West stated recently that Personalis has had a very positive response to its new offerings in cancer genomics, especially from pharmaceutical customers, and our Mendelian genetic testing business continues to grow.

Customers include pharmaceutical and integrated healthcare companies, as well as academic and government research laboratories. The company has received orders from 11 different countries, including five in Asia.

Key Responsibilities

- Own and drive all aspects of software development, architecture, and strategy providing both technical and managerial leadership in a fast paced start up environment.
- Build, mentor, and manage a talented group of back-end, front-end, database, build, and QA engineers that will work alongside other R&D teams to build leading edge genomics diagnostic products and web-based software to support internal process automation and laboratory information systems.
- Maintain in-depth knowledge of strategic business plans and ensure alignment with the key business stakeholders. Effectively manage resources and remove obstacles to accomplish business goals.
- Architect and build large-scale databases for storing and data mining of genomic data relating to inherited disease and cancer.
- Partner effectively with key stakeholders in the business to align the team, prioritize efforts and execute on strategies to deliver software satisfying the needs of internal and external customers.
- Regularly communicate with management about risk analysis and design tradeoffs.

- Build and continue the professional development of high performing teams in an agile environment that drive success for the business.
- Translate prototype code into robust implementations.
- Develop scalable, high performance architectures for alignment and variant calling pipelines.
- Manage and incorporate quality improvements and customer experience feedback into the software development life cycle and product roadmap.
- Work closely with the IT infrastructure team to ensure optimal delivery and performance of our software

Qualifications

- 10+ years of experience developing commercial software and 5+ years in senior software development management and leadership roles.
- Demonstrated ability to deliver high quality software products to market on schedule.
- Experience delivering products in a SaaS/Cloud based business models and an avid researcher of emerging technology trends.
- Ability to work well through change, show confidence in making tough calls and leading through adversity with a sharp focus on the eventual right outcomes.
- Ability to communicate at a strategic level and experience presenting plans strategies and results to senior management.
- Experience in analyzing and applying data to improve processes.
- Experience with SDLC process and utilizing Agile/SCRUM methodologies to accelerate software development.
- Experience in common development technologies & concepts (MVC, Entity Framework, .Net platforms, SOA and single page architecture, etc.)
- Proven direct and indirect leadership skills with the ability to attract, develop, and inspire a team; bridging and enhancing cooperative working relationships.
- Be able to grasp and translate aggressive business growth plans into clear, compelling strategies and programs.
- A passion for building a great working environment where the best want to come to work and stay.
- Experience in process automation, LIMS, and EMR development is desirable.
- Strong interpersonal, communications, planning, and execution skills.

Education

Bachelor's degree or equivalent experience

Vantage Partners Contact

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