

Program Manager

Paris, Île-de-France, France – Full time

Who are we?

Biomemory, founded in 2021, boldly stands at the crossroads of biotechnology and computing, driven by a passion for sustainability. As pioneers in DNA data storage, we confront the cost, real-estate and environmental impact of traditional data centers. Our secret weapon? Harnessing the power of synthetic biology, automation and mass-parallelization to build Data Storage equipment craft using enduring DNA strands as the data storage media fragments, stored as timeless polymers—no energy required.

After securing a €17M Series A in early 2025, we are now entering a high-growth phase — aiming to more than double our team from 22 to 50 by the end of 2025.

Join us in rewriting the future of data storage! 🌱🧬✨

⚠️ NOTE: To apply, please send us to the position by sending us an email at programmanager@biomemory.odoo.com with your CV and a short introduction of why you are interested in the position.

About the job

As a Program Manager, you will be responsible for orchestrating, monitoring and continuously optimizing the execution of the company delivery roadmap. You will synchronize a portfolio of complex, cross-functional projects critical to our innovation, including **biotech workflows**, as well as **hardware, software or microfluidics modules**. You will be dealing with both internal and external resources.

You will coordinate with the Product Manager, the technical leads, and the company leadership team to ensure alignment, execution, and delivery.

Reporting to the COO (Chief Operating Officer), you'll be the point of convergence between strategy and execution — ensuring clarity, momentum, and prioritization across multiple initiatives. The position is based in Paris and requires onsite presence to facilitate close collaboration with the teams.

Your missions

- **Own the global “Product Delivery Plan” of Biomemory:** continuously coordinate, monitor and supervise the master product delivery plan, to assure global synchronization and quality execution, in collaboration with the various teams. Continuously ensure the program stays aligned with the company’s evolving strategic goals.
- **Assure alignment between milestones and resources:** Collaborate with Product Managers and team leads to assess milestone reachability and set priorities. Work with the team leads to allocating resources in line with business priorities and operational capacity, identifying new hiring needs, or triggering an outsourcing strategy.
- **Identify and relieve bottlenecks:** Work with project teams to identify and help to resolve the operational blockers; elaborate and deploy solutions for containment, mitigation or optimization. Facilitate informed decision-making and escalate priority conflicts to the appropriate leadership level when necessary.
- **Track, report & adjust:** Oversee the execution of the program by tracking Track and report progress of the global Product Delivery Plan, in terms of planning (Gantt), budgets, KPI achievement, quality, interdependencies, and risks. Be force of proposition for continuous improvement and escalate when necessary, providing clear and structured information to enable fast and efficient decisions. Master and maintain project tracking and monitoring tools (dashboards, Gantt KPIs, collaborative platforms), ensuring up-to-date visibility on program health and progress.
- Ensure **clear, structured, and transparent communication** across all stakeholders: executive leadership, Product Managers, and technical teams.

Your profile

You are a structured, collaborative professional with a proven track record in program management in multi-disciplinary high-tech and innovation-heavy environments. You know how to manage complexity, drive clarity, and align multiple stakeholders to achieve common goals. You recognize yourself in the following:

- **Structured & Strategic:** You can keep a 360° view while diving into details when needed. You bring clarity, alignment, and prioritization in complex environments.
- **Influential & Diplomatic:** You know how to build trust, manage expectations, and collaborate with diverse teams — even without direct authority.
- **Decisive & Solution-Oriented:** You know how to arbitrate, propose alternatives, and keep the focus on impact and execution.

- **Communicative & Clear:** You write and speak with clarity, adapting your message to your audience — whether you're talking to engineers or C-level.
- **Analytical & KPI-driven:** You love making decisions based on facts, data, and impact. You track progress and iterate with precision.
- **Tool-Savvy & Organized:** You're comfortable building and managing dashboards, tracking tasks, using collaborative tools, and suggesting better ways to work.

Education and Experience

- At least 3 to 5 years of hands-on experience in successfully managing a multi-disciplinary program aiming at launching a commercial product, preferably including **biotech, software, and hardware innovations**.
- In addition, you have or can rapidly acquire a high-level understanding of the various technical areas, to interact with the various technical contributors in the program. You have a strong motivation to rapidly learn where you have knowledge gaps. Typical technical domains include **electronics, microfluidics, biotech, algorithmics, IT, embedded software, middleware, Data Base management, micro-robotics, automation, cloud services, system integration & validation techniques**.
- Proven experience managing programs with cross-functional expertise and complex interdependency.
- Proficiency in Excel, Microsoft Project or equivalent.
- Knowledge of modern PM project tools used by technical teams (Notion, Jira, Gantt tools, Gitlab, etc.) is a plus.
- Excellent written and spoken French and English.

If you are looking for an opportunity to contribute, learn, and grow in a dynamic and collaborative environment, this role could be the perfect fit for you.

About the location


The position is **onsite**, based at our office located at **5 Impasse Reille in Paris**. The workspace combines modern classic offices with advanced laboratory rooms, designed to foster collaboration between computer scientists and biologists. This setup supports our mission to tackle the challenges of DNA synthesis and writing, encouraging interdisciplinary teamwork and innovation. The position is subject to French law on fixed-hour contracts ("forfait heures"), with a 39-hour working week, which offers flexibility and ensures clear expectations regarding time commitments.

Toward the end of 2025, our offices will relocate to a new headquarters in the center of Paris, near Sorbonne University. This state-of-the-art facility will offer an inspiring and

accessible setting, further enhancing collaboration and connections with Paris's academic and research communities.

Biomemory provides benefits beyond the French regulations, to support the well-being of its employees and enable them to best contribute to the success of the company. Upon successful first interview, we will be glad to share the details.

About the recruitment process

 **NOTE:** The beginning of the recruitment process starts when you officially apply to the position by sending us an email at programmanager@biomemory.odoo.com with your CV and a short introduction of why you are interested in the position.

To respect everyone's time, we aim to keep the process efficient and reach a decision within a month. However, as we do not want to filter applications by diplomas or seniority, we have to check skills through tests and this requires a certain number of interviews.

The selection process consists of **four interviews**, organized as follows:

1. Introductory interview with [Tamina](#), our Talent Acquisition Manager (30')
2. Interview with your potential future manager, [Lionel](#) (60')
3. Case study interview with team members (90')
4. "Culture fit" interview onsite (45') followed by a final interview with our CEO, [Erfane](#) (30')

Why join us?

At Biomemory, we're on a mission to make DNA data storage a game-changer in data centers, averting the impending data crunch. If you're in search of fresh challenges and eager to leave a lasting mark on the economy and climate, we want to hear from you.

Ownership with a Smile: We joyfully tackle tasks, finding fulfillment in results. We embrace change with a spirit of boldness and adaptability.

Trust Building, Connection Crafting: Trust is our interaction's heartbeat. We communicate openly, act intentionally, and treasure each team member's time. Embracing local decisions, we craft connections for a trustworthy and delightful workplace.

Relentless Positivity in Progress: We challenge norms, take exciting leaps, and learn from victories and hiccups.

Authenticity Always: Honesty and integrity guide us. We encourage open dialogue, and ensure decisions prioritize each team member and the company.