



SVP, Operations

📍 Basel, Switzerland

Apply

Senior Vice President of Operations, Oath Inc.

About Oath:

Oath is a leading microbial sciences company that utilizes natural soil biology to offer innovative solutions to some of the most critical challenges facing our planet - the climate crisis and the shift to sustainable agriculture. We imagine a world where these crises are not just alleviated, but reversed, replenishing Earth's microbiomes.

Our solution has moved beyond the lab and into real-world deployment, focused on improving farmer livelihoods with teams in Rwanda, Europe, the United States, and expanding. When you join Oath, you become part of a collaborative network that prioritizes high quality scientific work. You will be working alongside trained scientists, talented commercial teams, and a broad network of partners—an ecosystem designed to help you do your best work and grow your capabilities.

Position Summary:

We are seeking a Senior Vice President of Operations to lead and scale our manufacturing and end-to-end global supply chain as we transition to commercial-scale production. Our current operational footprint spans the EU, Africa, the United States, and Brazil, and this role will be central to building the infrastructure required to support reliable, global delivery.

This position requires a hands-on biotech or AgTech operational leader with deep technical expertise and a strong bias toward execution. You will own the full operational value chain: including sourcing, production, contract manufacturing, fulfillment, and logistics. You will also partner with internal teams and external stakeholders to translate fermentation-based science into dependable, scalable manufacturing. This role will play a defining part in the company's next stage of growth.

Key Responsibilities:

- Own end-to-end global supply chain operations, including sourcing, production, packaging, fulfillment, and international distribution of live microbial products
- Provide leadership across the full manufacturing ecosystem, including CMOs/CDMOs and third-party logistics (3PL) partners
- Drive operational and manufacturing innovation, continuously improving microbial fermentation, downstream processing, scale-up, and global supply chain processes
- Lead and manage multiple CMO and CDMO partners across regions, ensuring performance, quality, cost control, and scalability
- Partner closely with R&D and technical teams to translate lab and pilot processes into robust, commercial manufacturing workflows
- Deliver against ambitious production timelines while maintaining rigorous standards for quality, compliance, and cost discipline

- Establish and manage strategic vendor relationships, including negotiations, performance management, and long-term coordination

Qualifications:

- 10+ years of experience in biotech or agtech operations, manufacturing, or supply chain leadership
- Demonstrated expertise in microbial fermentation-based manufacturing
- Proven ability to operate effectively in technical, scientific, and engineering discussions
- Experience scaling novel, fermentation-based biotech processes from development to commercial manufacturing
- Experience managing global supply chains, including: Multiple CMOs/CDMOs and Production, packaging, and logistics
- Execution-focused, accountable, and comfortable operating in ambiguity and building alignment across multiple stakeholders
- Able to balance speed, quality, and cost in a fast-scaling environment
- Motivated by building durable and scalable systems that support long-term growth

Location:

Remote - Preferred locations are Switzerland or the United States of America. This is a fully remote role open to candidates in any location Oath is authorized to operate. We're excited to work with great people wherever they are.

Compensation:

The ranges below represent the anticipated low and high end of the base salary for candidates in our preferred hiring locations:

- United States (major metro markets): \$225,000 - \$295,000
- Switzerland: CHF 145,000 - CHF 215,000

For candidates outside of these regions: We offer competitive, location-based compensation packages tailored to your local market. Final offers will be discussed during the interview process based on your specific location.

Job Type: Full-time, exempt position. At this time, Oath, Inc. is not able to provide visa sponsorship or work authorization support.