



Position Title: VP Process Development

Salary: Base CAD\$200,000

Location: London, ON or Sarnia, ON

Vacation: 4-6 weeks

Relocation: Available

Benefits: Financial & Health

Aduro Clean Technologies Inc. is a publicly-traded, Canada-based clean technology company. Aduro is dedicated to reshaping the landscape of waste plastics for the **circular economy** through recovering, regenerating, and reusing materials rather than discarding them. **Our technology is a game-changer in the industry with multiple applications; upgrading bitumen, renewables and upcycling plastic.**

VP Process Development

As we embark on our next stage of growth, our team is looking for our first VP Process Development to lead the team that is selecting and developing the reactor type for the HCT process. You will lead our technology design and process team, where they will play a pivotal role in propelling our technology from the laboratory phase to full-scale commercialization.

Why work with us

This role is for the person who desires intellectual challenge and freedom to chart their own path. You'll work on a project that will make a significant impact for the world through creating an environmentally sustainable future for all. In collaboration with industry giants, our startup is positioned at the forefront of innovation and is backed by significant resources and strategic partnerships. And lastly, you'll work with some of the brightest minds in the industry to collaborate and create an exciting and bold future.

Part of your compensation package will include a **base salary of \$200,000 CAD, 4-6 weeks vacation, bonuses, stock options, as well as comprehensive health, dental, vision and wellness benefits.** This role requires you to be present in our facilities in Sarnia or London, Ontario so any relocation expenses will be fully covered. Learn more about [Ontario's Blue Coast](#) and living near beautiful Lake Huron, or in [London, Ontario, one of Canada's fastest growing cities.](#)

What you will do

Expand our success in the lab through commercialization – your number one mission is to build on the technology and genius work created by our current CTO. Our chemical engineering process is unique to all others in the industry and we've proven its success at the lab level, and across various partnerships. You will join the organization and further develop the technology to scale. This includes steps such as input preparation and management of product and side streams, the integration of all those into a plant design, design and construction of the installation, and scaling that to commercial size. You are creating the experimental plans, achieving significant testing and operational goals, and building with cost and efficiency in mind.

How to apply

Interested candidates are asked to contact careers@adurocleantech.com with their resume or submit an application for the role here.

Accommodation

We are a respectful workplace committed to building a skilled and diverse workforce. We are an equal opportunity employer and believe in fostering an inclusive work environment where all individuals have an opportunity to succeed. We welcome and encourage applications from everyone. Requests for accommodation can be made at any stage of the recruitment process.

We look forward to hearing from you!

Contact Information

Aduro Clean Technologies Inc.
542 Newbold St.
London, ON N6E 2S5
Canada

adurocleantech.com

Ofer Vicus, CEO
careers@adurocleantech.com



What you will do

Lead and manage two incredibly talented teams – this role requires you to work closely with both the Lab and the Operations teams. These two teams operate in separate locations and you will be responsible for building the right relationships with every team member, as well as contributing to the alignment of both teams towards our major shared goals. This role requires you to have moral authority in leading and winning over a team of experts who have been in their profession for decades. You'll do this while being present at both locations (about one hour apart), developing strong relationships with every team member, focusing on and understanding people's genius, and inspiring each team member to exceed their own expectations.

Work alongside the Executive team – you will play a crucial role on our Executive team as we grow. You will help inform our crucial growth strategies by understanding our long-term vision and effectively contributing to how we communicate and achieve that vision. You will build our technological strategic plan and execute against it.

About You

You have a history of scaling innovations into commercialization – you not only believe you can do what nobody has done before, you can provide concrete examples of times of having done this in the past. You're able to speak to novel technologies that you've moved forward and how you've guided their transitions to commercialization. You can talk specifics about how you mobilized the right people and ultimately, how you were able to ensure successful integration into the market.

You have a mature background in chemical engineering – as a seasoned chemical engineer, you're a pioneer in the petrochemical industry and you're eager to help develop novel processes. Right now, you're looking to leave a legacy and likely looking for your last role before retirement. Throughout your career, you've worked at a range of companies of all sizes, including small and mid-sized ones that required you to be agile and innovative.

You don't shy away from a challenge and are focused on the vision – you have the ability to challenge conventional thinking and processes by emphasizing transformation over operational norms. As you are building out our go-to-market model, your decision making will center around economical strategy, speed and efficiency. You'll be walking into an environment that's already functioning well operationally but you nonetheless still have the maturity to win over your team and can contribute your life experience in scaling us up.

Dedicated and experienced people manager – at this point in your professional journey, you've successfully managed teams and supported the individual wins of those at various skill levels who have reported into you. Your leadership style is rooted in a strategic mindset and objective-setting. This means you can enable team members to grow in their roles by recognizing and leveraging their strengths. You're also able to navigate through performance challenges and hold difficult conversations.

You lead with integrity, intelligence and energy – you'll be part of a trusted team of individuals who always follow through on their commitments. Your emotional intelligence allows you to push people to the edge of their abilities while fostering an environment focused on a collective goal.

You're passionate and persistent – you're a pro at motivating your teams and guiding them towards an objective that may seem too large for them. Because you have a high degree of execution and operational intelligence, you have no problem meeting deadlines and knowing how to apply pressure to drive operations forward. We're looking for builders, not heroes.

You are willing to relocate to Canada – you're willing, able, and excited about the prospect of relocating to Sarnia or London, Ontario. Learn more about [Ontario's Blue Coast](#) and living near beautiful Lake Huron, or in [London, Ontario, one of Canada's fastest growing cities](#).