



Head of Drug Metabolism and Pharmacokinetics and Bioanalytical Chemistry (DMPK & BAC)

Candidate Pack | March 2026

About AiBST

Join the forefront of biomedical research and development in Africa.

The African Institute of Biomedical Science and Technology (AiBST) is Africa's leading institute for biomedical research and education. We combine scientific discoveries with real-world solutions to transform healthcare on the continent. Our research tackles Africa's specific health challenges, and we translate findings into tangible improvements for patients.

Your opportunity to contribute to the next generation standard of care.

AiBST aims to build a robust biomedical R&D ecosystem with a focus on novel diagnostics, therapeutics and prevention strategies that will accelerate genomic and pharmaceutical medicine capabilities and transform the standard of care in Africa.

Be an important part of a values driven team.

Located in Harare, Zimbabwe with vast sunshine, outstanding landscapes and home to the mighty Victoria Falls and friendly people, AiBST is a great place to be. With a focus on three core programmatic areas of education, research and innovation, AiBST is

bringing together internationally recognized, like-minded people with a passion for public health to be active participants in addressing the high disease burden in Africa. AiBST's core values of Integrity, Innovation, Collaboration, and Excellence are the driving force behind our team.

Why join AiBST?

AiBST is one of the 8 institutes that have come together to establish the first integrated multidisciplinary drug discovery initiative, GC-ADDA (Grand Challenges Africa Drug Discovery Accelerator) in Africa. In this exciting initiative, AiBST has been designated the Pan African DMPK Center of Excellence with the responsibility to support GC-ADDA projects with DMPK. This makes the role of the Head of DMPK & BAC at AiBST pivotal in a highly transformative continental program that has potential to discovery life-saving anti-malarial and anti-Tb drugs. AiBST was designated a DMPK CoE based on its track record of impactful research over the past 20 years. The successful candidate will therefore find a highly motivated team of DMPK scientist and well equipped DMPK laboratory with some of the latest Lc-MSMS systems in place including the SCIEX 6500.





The Role

Role

Head of Drug Metabolism and Pharmacokinetics and Bioanalytical Chemistry (DMPK & BAC)

Location

Harare, Zimbabwe

Salary

Competitive with a Comprehensive benefits package

Nationality

Open to all nationalities

Job Summary

We are offering an exciting opportunity at the African institute of Biomedical Science and Technology (AiBST) for an experienced and visionary leader to join our team as the Head of Drug Metabolism and Pharmacokinetics and Bioanalytical Chemistry (DMPK&BAC). As Head of DMPK & BAC, you will lead the team responsible for evaluating the absorption, distribution, metabolism, excretion, and pharmacokinetic properties of lead compounds and drug candidates. This will involve designing, implementing, and interpreting studies to support drug discovery and development. It will also oversee the bioanalytical aspects of these studies, ensuring accurate and reliable data generation. In this role, you will drive strategic direction, oversee scientific excellence, and ensure compliance in

DMPK & BAC activities to support drug discovery and development programs. This position requires a dynamic individual with a proven track record in leading cross-functional teams, managing external collaborations, and delivering high-quality data to support drug discovery projects from lead discovery to candidate drug selection. This role provides rare opportunity for an individual to demonstrate their skills and competence in an African setting that is boldly embarking on drug discovery and development for the first time. The opportunity will involve collaboration with senior company leadership and its continental and internal partners while making strategic and tactical impact on driving discovery science to help patients on the African continent.

Responsibilities

Strategic Planning and Execution

- **Setting DMPK Strategy:** Defining the overall DMPK strategy for drug discovery and development programs, aligning with target product profiles and timelines.
- **Study Design and Oversight:** Designing, overseeing, and interpreting in vitro and in vivo studies to assess ADME (absorption, distribution, metabolism, and excretion) properties of drug candidates.
- **External CRO Management:** Managing external vendors and collaborators, including contract research organizations (CROs), to ensure high-quality data delivery.

Scientific Leadership and Support

- **Cross-functional Collaboration:** Working closely with medicinal chemistry, pharmacology, biology, toxicology, and clinical pharmacology teams to integrate DMPK data into drug development plans.
- **Data Analysis and Interpretation:** Analysing and interpreting DMPK data, including in vitro and in vivo studies, to identify and address potential drug development challenges.
- **Risk Assessment:** Assessing and mitigating potential risks related to drug discovery & development, such as drug-drug interactions, bioactivation, and blood-brain barrier penetration.

Team Management and Development

- **Team Leadership:** Providing scientific and managerial leadership to the DMPK and bioanalytical teams.
- **Mentorship and Development:** Mentoring and developing team members to foster a high-performing and innovative environment.
- **Resource Management:** Managing departmental resources, including budget, personnel, and timelines.

Specific Activities

- **Physicochemical Studies:** Solubility, lipophilicity, protein binding.
- **In-vitro Studies:** Metabolic stability, permeability, enzyme phenotyping, enzyme inhibition, transporter assays.
- **In-vivo Studies:** PK studies in rodents and non-rodents.
- **Modelling and Simulation:** Applying pharmacokinetic and physiologically based pharmacokinetic (PBPK) modelling and simulation to predict human dose and regimen.
- **Bioanalytical Chemistry:** Overseeing bioanalytical method development, validation, and sample analysis for both preclinical and clinical studies.





Candidate Profile

Academic Qualifications

- Education: Ph.D. with 10+ years in pharmacokinetics, pharmaceutical sciences, or related disciplines.

Experience and Knowledge

- 10+ years of bio/pharmaceutical industry experience in DMPK and Bioanalytical Chemistry.
- Experience in managing laboratories and have excellent organizational, multi-tasking, and communication abilities.
- International reputation within a DMPK related discipline.
- A strong record of publishing and presenting in leading external scientific forums.

Competencies

- Ability to provide strategic direction, manage teams effectively, and translate vision into tactical execution.
- Exceptional written, verbal, and presentation skills, with the ability to inform, influence, persuade, and engage diverse stakeholders.
- Strong analytical and strategic thinking capability, enabling sound judgment and effective decision-making in complex environments.
- Highly developed organizational and time management skills, with the ability to manage competing priorities and deliver against project milestones.
- Flexibility and resilience, with a commitment to meeting project goals and delivering results in dynamic environments.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete the online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy)-AiBST e.g., Pat-Jones-CV-0326-AiBST or Pat-Jones-CoverLetter-0326-AiBST.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

Timeline

Closing Date: 17th April 2026
First stage interviews: TBC
Final interviews: TBC

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of AiBST’s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at mkamau@oxfordhr.com in the first instance.





About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have. Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success.

We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

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