

# ACTIV-H

Expanding Chemical Diversity

## JOB OFFER – SYNTHETIC ORGANIC CHEMIST - PhD

Permanent position – Full time – Location: Poitiers - France – Start date: Q4-2025

ACTIV-H is a research and development CRO specialized in the synthesis of small molecules in support of discovery programs for the pharmaceutical, agrochemical, and specialty chemical industries. We deliver innovative solutions to enhance chemical diversity and unlock access to new scaffolds. Our expertise lies at the intersection of (super)acid chemistry and continuous flow technology, enabling direct and selective molecular transformations that are unattainable using conventional methods.

To support the development of our organic chemistry projects for the pharmaceutical, biotech and fine chemical sectors, we are seeking a PhD-level synthetic organic chemist to join our R&D team. You will play a central role in designing and executing synthetic routes using our unique chemical platform, and in transforming results into valuable deliverables for our industrial partners.

### *Key responsibilities*

- Design and implement innovative synthetic routes (literature analysis, rational design, risk anticipation).
- Perform complex laboratory manipulations with high levels of autonomy and precision.
- Optimize reaction conditions, identify bottlenecks, and solve experimental issues.
- Analyze results using standard techniques (NMR, LC-MS, HPLC, GC, etc.) and ensure data quality and traceability.
- Prepare clear, structured scientific reports for clients and collaborators.
- Actively contribute to project follow-up (priority management, coordination with internal teams, updating deliverables).
- Contribute to scientific valorization (patents, technology transfers, publications).

### *Profile*

- PhD in organic chemistry or medicinal chemistry.
- Postdoctoral or industrial experience in complex organic synthesis (multi-step, heterocycles, structural analogs...).
- Prior industry experience (CDMO, biotech, pharma, deeptech start-up...) is a strong asset.

### *Mindset & soft skills*

- Strong analytical and critical thinking; autonomous in scientific reasoning.
- Proactive attitude, with the ability to anticipate project or client needs.
- Excellent writing skills (in French and English); structured and clear communicator.
- Team player, responsible, rigorous and scientifically curious.

### *What we offer*

- The opportunity to work on high-impact, innovative projects, directly connected to health, innovation, and IP challenges.
- A dynamic work environment at the interface between academic research and industrial applications.
- A passionate, collaborative and supportive team in a fast-growing, human-scale company.
- An opportunity for career growth
- Salary: from 35 k€, depending on experience.

### *How to apply*

Please send one PDF (CV+one-page project highlight) to: **contact@activ-h.com**

Subject: **Application – PhD Organic Chemist – [Your Name]**

