

Principal Scientist – Material Sciences

Location: Weert, The Netherlands | **Department:** Drug Development Services | **Full-time**

Make Molecules Matter — and Lead the Science Behind Them

Symeres is the leading transatlantic CRO for drug discovery and drug development with more than 700 scientists across Europe and the USA. We combine scientific excellence with a collaborative, human approach — *we are large enough to matter, small enough to care.*

Our Drug Development services platform is expanding rapidly and to support this growth, we are seeking an experienced **Principal Scientist – Material Sciences**.

Your Role

As Principal Scientist, you will serve as a scientific authority in early phase small molecule Drug Development, bridging solid-state chemistry with pre-clinical formulation development and developability risk assessments. You'll provide strategic, scientific and experimental leadership to ensure that our clients' drug candidates move efficiently from discovery to toxicological and clinical studies.

You will

- Design and lead solid-state R&D and pre-formulation studies to assess and optimize API developability.
- Perform and interpret polymorph, salt, and co-crystal screenings, along with solubility, stability, and dissolution profiling.
- Apply advanced analytical techniques (XRPD, DSC, TGA, DVS, FTIR, Raman) to characterize solid forms and evaluate their suitability as a Drug Substance.
- Translate complex data into clear, actionable insights for formulation scientists and clients.
- Act as the scientific contact point for pre-formulation and solid-state projects, ensuring scientific quality and client confidence and satisfaction.
- Contribute to the development of new service offerings and workflows in pre-formulation and solid-form optimization.
- Mentor and inspire scientists within the Material Science department, fostering a culture of technical excellence and curiosity.

What you bring

- PhD (or MSc with extensive experience) in Material Sciences, Crystallography, Physical Chemistry, or related discipline.
- At least 5 years of experience in solid-state characterization, solid form screening, pre-formulation, or early phase drug development within a CRO/CDMO or a pharmaceutical R&D environment.
- Strong understanding of the interplay between solid form, solubility, stability, and formulation performance.
- Skilled in experimental design, data interpretation, and scientific reporting under tight timelines.
- Excellent communication skills (verbally and written) with a client-focused mindset.
- A proactive and collaborative scientist with a can-do mentality driving innovation and supporting your colleagues.

Why Join Symeres

- Play a key scientific role and deepen your material science expertise in a multidisciplinary organization.
- Work in a state-of-the-art laboratory with cutting-edge analytical instrumentation and expert colleagues.
- Direct impact on scientific strategy, client needs, and the evolution of solid-state and pre-formulation services.
- Hybrid work flexibility (Weert-based, with partial remote work possible).

At Symeres, you'll find the freedom to innovate, the trust to lead, and the opportunity to make your scientific mark.

Application

Please send an email with your resume and motivation letter to our recruitment team at:

recruitment@symeres.com. For substantive questions, contact Goran Verspui (Head of Drug Development).

Acquisition based on this advertisement is not appreciated.