



Director of Transformation Job Description

Cquesta is a carbon sequestration company that harnesses the abilities of plants to store carbon deep underground. Cquesta is building a world-class plant trait development engine and a touchless measurement/reporting/verification (MRV) system. This product will be licensed to seed companies, who will deliver a seamless purchasing experience to farmers.

At Cquesta, we believe that changing behavior is a barrier to adoption, so we will enable nature-based sequestration within existing business frameworks in agriculture. A 2.5% reduction in natural carbon emissions has the same effect as a 50% reduction in human emissions. We believe the latter is far more likely to occur and are building our company to do it.

We are a fast-growing seed-stage company with roots from the Harnessing Plants Initiative at the Salk Institute for Biological Studies. Our team is led by experienced agtech serial entrepreneurs. We're seeking an innovative, passionate, team-oriented Director of Transformation to join our growing team.

Culture

Everyone at Cquesta is driven to get things done in a thoughtful, expedient manner. We choose to work with top tier talent and organizations who share our values and need to collaborate. We believe in a culture of absolute truth and transparency, where feedback is considered an opportunity for us to contribute to each other's personal and professional growth. We recognize the value of diversity and are an equal opportunity employer.

About The Role

The Director of Plant Transformation will help to build a transformation team and work with Salk Institute and other collaborators to develop Cquesta's future world-class plant transformation platform. The successful candidate will be an expert in plant tissue culture and transformation technologies, with strong working knowledge of both monocot and dicot transformation. The Director will drive both discovery and process improvements in our multiple crops transformation pipelines, as well as focused delivery of product development milestones across those platforms. Preference will be given to individuals with experience in row crops, such as corn, canola and soybean. Industry experience is highly preferred. Familiarity with vector biology and transgenic plant analysis is required. The candidate will primarily direct the daily activities and goals of a team of scientists working at the bench, and interface closely with a team of molecular biologists in a highly cross-functional and collaborative atmosphere. Duties extend to oversight of greenhouse plant growth, propagation, sourcing and transgenic plant



maintenance. He/She will report directly to the CSO and is expected to contribute intellectually to the company's goals.

Role Responsibilities

- Develop near-term and long-range team goals aligned with company objectives and provide daily leadership and oversight of the plant transformation team.
- Develop and implement well-established and novel approaches to nuclear transformation in soybean, canola, sorghum, corn and other crops, including attention to intellectual property considerations.
- Manage the successful delivery of focused project goals for third party collaborations, including outward facing project reporting.
- Establish good laboratory and greenhouse practices, database tracking and stewardship oversight of all discovery and production projects.
- Regular and clear communication of research progress and results to team members and company leadership.

Preferred Qualifications

- Education and Training: PhD degree with a minimum of 10+ years' relevant experience in tissue culture and transformation is strongly preferred.
- Transformation Experience: Proven record of success and hands-on experience in plant transformation discovery and systems improvement.
- Leadership and Agility: Independent and able to perform under tight timelines and with the agility to change course as needed in a fast-moving startup atmosphere.
- Organization: Excellent planner, critical thinker, project and people manager with a demonstrated ability to efficiently execute project tasks.
- Broad Scientific Knowledge: Strong understanding of molecular biology, plant gene expression and transformation vector technologies.
- Communication Skills: Excellent written and verbal communication skills, with the ability to express complex ideas concisely.
- Problem Solver: Strong analytical and problem-solving skills, capable of finding creative solutions to challenges.



Location

This position is based in St. Louis, MO. The successful applicant will help us leverage the benefits of the vibrant 39N Ag Tech ecosystem and connections with Donald Danforth Plant Science Center and other prominent institutions/industry players in St. Louis area.

Cquesta is an equal opportunity employer, promoting diversity and inclusion throughout the organization. We offer a dynamic and collaborative work environment where individuals are empowered to contribute to the company's growth and success. As the Director of Transformation, you will play a vital role in shaping Cquesta's future and driving the adoption of nature-based carbon sequestration solutions in the agriculture industry. Join our passionate and innovative team on this exciting journey towards a more sustainable future.