



## Job Profile:

Chief Operating Officer  
(Managing Partner; f/m/d)

Contact: Max Christian Vogel, Founder & CEO

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## Aufgaben – Einleitung

**The ideal candidate will possess a background both in chemistry and economics (M.Sc./Ph.D.), a passion for scientific inquiry, and demonstrated leadership and management consultant abilities:**

- Will be responsible for spearheading the realization and optimization of the formula, utilizing a range of techniques and materials, including carrier substances;
- The role entails optimizing the production facilities of contract manufacturers and subsequently booking orders, conducting quality checks when necessary;
- Assuming responsibility for the development and maintenance of logistics in cases where this is not carried out by the contract manufacturer;
- Additionally, the position involves reviewing scientific articles supporting the product formulas from a biochemical perspective;
- The individual would additionally be responsible for the realization of the study design by conducting blood and urine tests;
- Later on assuming departmental and personnel management roles; May also engage in new product development, particularly in the field of microbotic nootropics.

**Challenging and exciting job at the intersection of science and business, with room for personal growth and experimentation in dynamic collaboration that offers flexibility and creative freedom:**

In the initial stages of the project, the function of the core team is to work scientifically and professionally in order to develop the product formulas into applicable material for conducting the study. In the latter case, it is crucial to conduct measurements with the test subjects at various points in time and to clean and analyze the data. In the event of favorable outcomes, it is essential to prepare for the product launch, anticipate the requisite resources, and ensure their availability through effective production planning. It is similarly crucial to collaborate on the drafting of funding applications or to explore alternative financing options at the outset, with a view to facilitating the implementation of the study.

The final stage is the autonomous execution of day-to-day operations. Subsequently, following the completion of the primary research process, the main focus will shift to production and logistics, with a view to implementing continuous improvement measures. Consequently, the selection, training, and development of personnel must be conducted in conjunction with the human resources department to ensure optimal functioning of the departments. In conclusion, the individual occupying this role will bear responsibility for the comprehensive operational, strategic, personnel, and cost center management of the entire division.

In collaboration with other departments, the objective is to provide mutual support and constructive challenge in a manner that facilitates optimal interaction. In addition to the high degree of personal responsibility, there is also ample opportunity for individual contribution to the development and strategic positioning of the company, thereby ensuring its marketability and scientific credibility. Furthermore, there is a joint effort to adapt to evolving



market demands. The position offers a substantial degree of variety at each stage of the role, which facilitates professional and personal growth.

## Was Sie mitbringen

**This position requires a high level of competence and the following attributes are considered to be essential for success in the role:**

- Founder mind set/perseverance (it is of the utmost importance to ensure that a visionary stance is maintained throughout the implementation process, as well as the inevitable suffering that will accompany it; this is crucial to guarantee the success of the project);
- Deductive/strategic reasoning (in addition to its necessity for navigating intricate challenges that arise unexpectedly, quickness of mind must also be accessible within a sustainable long-term perspective to maximize its benefits);
- Diligence/conscientiousness (indeed, the capacity to engage in compulsive behavior can be a highly advantageous skill in a multitude of professional contexts, as is sincere and reliable communication);
- Integrity/team spirit as a leader (while it is important to maintain one's value based individuality, it is also crucial to demonstrate respect for and support to one's colleagues, which is necessary for effective teamwork and positive team dynamics);
- Autonomy/ability to implement (one may espouse a given independent position verbally; however, the question remains as to whether one is able to act in accordance with that position when the situation calls for action);
- Drive/self-motivation (it is imperative to maintain an unwavering dedication to the primary objective and this cannot depend on external validation alone; instead, it must be driven by intrinsic willpower and sustained through own determination).

## Was wir Ihnen bieten

**A network of mentors has been created to enhance the management competencies of the organization:**

- Prof. Dr. Meike Watzlawik, head of master program in clinical psychology, scientist, organizational developer, and career consultant;
- Christian Walker, microbiologist, MBA, consultant for science start-ups, and CEO of a neuro start-up to cure nerve damage;
- Dr. Eva-Marie Hempe, physicist, previously management consultant for the WHO, currently working in the technology sector.

**A transdisciplinary scientific advisory board has been established to guarantee the quality of the empirical study execution:**

- Psychological methodology: Prof. Dr. Meike Watzlawik (see above);



- Neuroscientific methodology: Prof. Dr. Peter Walla PD , biologist, post-docs in medicine and psychology, professor of neuroscience, head of brain research laboratory, and consultant for neuro-projects;
- Statistical methodology: Ass.-Prof. Dr. Jan Aden, psychologist, scientist, head of an institute for statistics;
- Chemical methodology: Dr. Johannes Fischer, chemist, PhD in nutritional sciences, researcher of neurodegenerative diseases, former business consultant;
- Diagnostic methodology: Nicole Langer, psychologist, coach, project manager, lecturer for diagnostics and psychometrics.

In addition to professional guidance, as a managing partner in business development, one will endeavor to engage in pharmaceutical-like studies and commercial product sales, receiving a percentage of the revenue generated.

**17,5% equity of the company.**

## Weitere Informationen

I am a clinical psychologist with extensive experience in the field of business psychology. I established the startup Neurotrition in Berlin with the objective of enhancing individuals' performance, well-being, and disease prevention through the administration of neurological nutraceuticals/nutritional supplements (nootropics).

One of the market leaders recently demonstrated the efficacy of the concept in collaboration with the University of Leeds (<https://www.mindlabpro.com/>).

I have developed a range of product formulas, combining top-down (neuroscientific) and bottom-up (biochemical) approaches, that are more effective and synergistic, and linked the substances to relevant human clinical studies to date (quality check in progress). The production process is outsourced to a contract manufacturer. The next step is to prepare a concrete validation study, which is to be conducted before the product launch and prove the actual effectiveness (USP in Germany). This will be achieved through the use of psychometric testing and blood as well as urine measurements in a double-blind longitudinal study design within Academia.

In Germany, the competition has an annual turnover of approximately 15 million euros (as of 2022), with products that are, at best, moderately potent and, more importantly, not supported by scientific validation. This trend is increasing. Furthermore, projections indicate that the supplement market will experience a sixfold increase by the end of the decade.

**Let's improve the trajectory of human existence together. The core values of the company are:**

- Impactfulness first;
- One team, one world;
- Reign of velocity.

And everything is covered under the umbrella of science, because we are technocrats.