



The Company

ILiAD Biotechnologies is a clinical-stage biotechnology company developing a next-generation vaccine to prevent disease caused by *Bordetella pertussis*, the bacterium responsible for whooping cough. Despite widespread vaccination, pertussis remains a significant global health challenge due to waning immunity and the limited ability of current acellular vaccines to prevent transmission.

ILiAD's vaccine candidate, BPZE1, is a live attenuated intranasal pertussis vaccine designed to mimic natural infection and stimulate both mucosal immunity in the respiratory tract and systemic immune responses in the bloodstream. This approach has the potential to provide broader and more durable protection compared to existing intramuscular acellular pertussis vaccines. BPZE1 is the most advanced next-generation pertussis vaccine in development and has completed multiple Phase 2 clinical trials, including a human challenge study demonstrating protection against virulent *B. pertussis*.

Founded in 2012, ILiAD has secured over \$215 million in funding to support the development of BPZE1 and recently completed additional financing to further advance its clinical programs and manufacturing readiness. The company also operates BioLyo Technologies, a wholly owned subsidiary based in Ghent, Belgium, focused on process and analytical development for live bacterial products. Through its vaccine platform, ILiAD aims to address the persistent global burden of pertussis and deliver more effective prevention strategies for this highly contagious respiratory disease.

The Role

The **General Counsel** will serve as the company's first in-house legal leader, responsible for building and scaling a proactive, business-aligned legal function during a critical phase of growth. This role will consolidate legal work currently handled across outside counsel and internal stakeholders into a structured, efficient model, while establishing the processes, frameworks, and standards needed to support a rapidly evolving organization.

The General Counsel will act as a trusted advisor to the executive team while directly managing contracts, identifying risks early, and implementing scalable legal processes. A central focus will be preparing the company for public company readiness, including SEC compliance and IPO preparation, while partnering cross-functionally to embed practical, solutions-oriented legal guidance into business decision-making.

Responsibilities

- Establish and lead the company's in-house legal function, transitioning from external counsel to in-house, creating a more scalable model
- Develop legal processes, frameworks, and best practices to support company growth and risk management
- Provide strategic legal guidance and lead legal support aligned with the company's long-term goals, including IPO planning and readiness
- Draft, review, and negotiate a broad range of agreements, including vendor and CRO agreements, clinical trial and institutional contracts (CTAs), master services agreements (MSAs) and work orders, and employment and corporate agreements
- Identify and mitigate contractual risks; resolve disputes with practical, business-oriented solutions
- Establish standardized templates and workflows for contract management
- Advise leadership on securities law, disclosure obligations, and materiality assessments, and provide practical, experience-based compliance judgment across business activities
- Manage SEC compliance and filings, including familiarity with S-1, 8-K, and other reporting requirements
- Partner with external counsel on public company matters as needed
- Identify potential legal and regulatory risks early and recommend appropriate mitigation strategies
- Serve as a trusted legal advisor across functions, including clinical operations and trials, regulatory and quality, finance and investor relations, and HR and people operations to enable business objectives while managing risk
- Coordinate and manage external legal partners, including IP counsel and other specialists
- Optimize use of outside counsel to balance cost, efficiency, and expertise

Qualifications and Experience

- A Juris Doctor (JD) degree from an accredited law school
- Admission to practice law in at least one US state, with the ability to obtain in-house counsel registration in other states as needed.
- 10–15+ years of legal experience, with solid experience in a pharmaceutical, biotech, or related life-sciences environment. Exposure to vaccine development companies is a plus.
- Deep expertise in securities law and SEC regulations, including public company reporting, disclosure requirements, and corporate governance
- Strong experience in contract negotiation and commercial agreements, including vendor, CRO, and strategic partnership arrangements
- Proven experience building, improving, and scaling legal functions, processes, and infrastructure in a high-growth company environment
- Demonstrated ability to operate independently with high accountability
- Effectiveness in managing outside legal partners/advisors to create a unified legal presence.
- Strong business judgment and ability to balance legal risk with operational needs
- Experience transitioning a company from clinical stage to commercial stage preferred
- Experience supporting IPO preparation or working within a public company environment strongly preferred