



Transforming lives, together

The OMass Employee Value Proposition

August 2022

Transform patients' lives



At OMass, we have a small company atmosphere but big scientific ambitions. Everyone is focused on one mission: to discover, develop and deliver impactful medicines to patients using innovative science. We're going after rare diseases and immunological conditions with high unmet need. These are some of the hardest targets to drug, but we are making promising progress.

The scientific challenge is absorbing, but we never lose sight of why we do what we do. Meeting regularly with patient groups and advocates keeps us close to our mission and the ultimate meaning of our work.

Having secured Series B funding, we are at the start of a new and exciting phase. Our top-tier investor syndicate shares our ambitions to advance our portfolio towards clinical trials, and ultimately introduce new drugs that can transform patients' lives for the better.

Do pioneering science with world-class experts



OMass was spun out of the University of Oxford, based on research from Professor Dame Carol Robinson's lab. Situated at the heart of Oxford's vibrant scientific ecosystem, we retain strong links to the university. The OMass team, however, come from all over the world; our colleagues are exceptionally skilled experts from incredibly diverse backgrounds.

We know drug discovery is a team enterprise. Just as we are individual experts, we're also interdependent. Working in multifunctional teams, we get to learn from the best – and friendliest – brains in biotech, developing a real understanding of the end-to-end process. Specialists from multiple scientific disciplines come together to share expertise, collaborate across disciplines, learn from each other, and advance the science together. We collaborate in state-of-the-art laboratories, with an enviable collection of high-end instruments, as well as some cutting-edge technologies that are yet to be commercialized.

The momentum is swift and the ambition clear, but our teams prioritize which new ideas to explore, then focus on how and when they'll achieve their goals. Everyone's work matters; it all makes a difference in ultimately transforming patients' lives.

Develop yourself daily



OMassians share an insatiable drive to learn new skills and knowledge every day, whether that's about the science, how the biotech industry works, or about how to develop themselves and support others to do so.

We learn a lot by osmosis – it's hard not to when you're working with such diverse and talented colleagues. But we don't just leave it to chance, learning is hard-wired into how we do things. It's a supportive and stretching environment where we each set the direction for our own development. Managers will check in to give and receive feedback regularly, and support you in building a personalised development plan, because 'one-size' fits no one when you're working on science this pioneering and precise.

We know that formal learning's important too. When there's a specific gap that only something more structured will fill, if it's good for you and good for OMass, we'll support you in attending that conference, course or professional qualification.

Build something special, together



We're values-led people. Our Values – ambitious, innovative, focused, responsible, caring and collaborative – aren't just words on a wall, they're a shared articulation of who we are and who we want to be.

We're deliberate about building an inclusive, connected and caring culture where everyone is welcome and opportunity is equal. We proactively educate ourselves and each other and then improve our processes to remove bias. We're always trying to improve, but we do celebrate the diversity we already have; no single gender dominates here, and at our last count, we scored 22 birth countries out of just over 40 people.

Our scientific and operations teams respect and support each other equally, and our leaders are approachable, honest and transparent. They share progress and plans frequently, make themselves available, and love to hear a new, data-informed opinion.

We might have the biggest ambitions, but we're still small enough for everyone to know everyone. We have lunch together once a month, and make time to really get to know each other. As a result, we have a lot of fun together.

The big and little things, taken care of



Our competitive and comprehensive package takes care of the big things that matter, and those little things that make a difference. Through our employee equity award scheme, everyone has the opportunity to share in OMass' future success. We offer peace of mind with private healthcare, life assurance, income protection as well as a company pension scheme.

Our pragmatic approach to hybrid working means that you can benefit from our exceptional team and environment when you need them, and work from home when you don't. We'll support your physical, environmental, mental, social and financial well-being through healthy perks and discounts, education, support and time off if needed.

In early 2023, we will co-locate all our teams in a new building in Oxford Business Park. In the lab, there'll be plenty of space to experiment and collaborate, but we'll also have social spaces in which to connect and have fun, and a well-being room if you need a quiet moment.

We know it's often the personal touches that make the biggest difference. Because we're a small team, we're able to respond in an individualised way. We'll listen to whatever unique problem you're facing, and we'll move fast to help you solve it.