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# KENAN PANDZA PHD, PMP

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Highly qualified Biotech Professional with 20+ years of success in combining technical and project management expertise in product development, from ideation, market fit analysis, research and development to the final commercialization and later product support. Possess a unique combination of in-depth scientific background and business acumen in the life sciences. Demonstrate strong decision-making and problem-solving skills needed to support research and development activities, optimize processes, and successfully expand portfolios. Effective communicator and negotiator able to establish rapport and lead cross-functional teams to develop a trust-based and friendly environment, and assure quality output.

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## CORE SKILLS AND COMPETENCIES

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### TECHNICAL

- Molecular Biology
- Cell Biology
- Histology
- Pathology
- Microbiology
- Protein Chemistry
- Biochemistry
- Microscopy

- Nanotechnology
- Glycobiology
- Assay Development & Validation

### CROSS-FUNCTIONAL

- Product Development
- Process Development
- Project Management
- Scope, Schedule & Budget Planning

- Documentation and Design Control
  - Market and Trends Analysis
  - Intellectual Property
  - Technology Transfer
  - GLM/GMP Compliance
  - Team Leadership
  - Communication
  - Negotiation
  - Problem-Solving
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## PROFESSIONAL CERTIFICATIONS

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Project Management Professional | Project Management Institute

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## TECHNICAL PROFICIENCY

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Immunoassays | IHC/ICC/IF | PCR | RCA | FISH/CISH | DNA/RNA assays | Live Cell Assays | Nucleic acids Chemistry  
Cloning | Gene Libraries | Protein Chemistry (Antibodies, Fab, Nanobodies, Enzymes, Reporter Proteins, Protein Polymers)  
Chromatography (HPLC, TLC) | Cell Culture | 3D Tissue Culture | ELISA | ELISpot | Blots | Microscopy (fluorescence, confocal, super-resolution, LSFM) | Image Analysis | Lateral Flow Assays | Tissue Sample Processing | Lyophilization  
Nanoparticles | Bioconjugates | Surface Chemistry | Polymer Chemistry

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## PROFESSIONAL EXPERIENCE

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### KPZ Consulting, LLC

#### OWNER

Provided consulting for the development and manufacturing of bioassays, analytical tests, reagents, and other products for biomarker analysis and diagnostics.

*Pleasant Hill, CA*

2021 – Present

### Kairos Biosciences

#### COFOUNDER / CEO / CSO

Co-founded biotech startup focused on reagents and methods for rapid detection of biological markers in applications from respiratory disease control to 3D cell culture models for drug development. Cultivate a positive workplace culture, engage with high-performing teams to shape and reshape ideas and overall startup strategy.

- Executed market fit analysis and stakeholder outreach.
- Gained early traction indicators by effectively managing the product requirements definition process; determining features, user needs, and market fit.
- Accomplished proof-of-concept and technical feasibility stage of the technology development.
- Established testing methodology for early product development, ensuring throughput, efficiency, and repeatability.
- Increased company value by initiating the patent protection process.

*San Francisco, CA*

2018 – 2021

### Vector Laboratories

#### PROJECT TEAM LEADER

#### SENIOR SCIENTIST

#### RESEARCH SCIENTIST

Provided leadership and direction to cross-functional teams, inspired to believe in the product vision and motivated to work toward the shared goal. Oversaw laboratory operations and compliance, identified and resolved design and execution issues.

- Developed and launched 28 high-impact products for biomarker detection in life sciences applications.
- Collaborated with strategic partners resulting in the development of new strategic product lines.
- Led strategic exploration of new and emerging technologies (e.g., super-resolution microscopy, 3D microscopy, digital pathology, liquid biopsy, CRISPR, nanotubes).
- Devised and executed business expansion plan in cell culture assays.
- Facilitated development, testing, and efficient support of new cell biology products by introducing the cell culture laboratory and methodology.

*Burlingame, CA*

2016 – 2018

2005 – 2018

1999 – 2004

- Improved manufacturing and QC protocols efficiency for eight product lines by developing new methodologies and achieving project goals and objectives.
- Increased sales and responded to the new users' needs by updating the protein labeling product line.
- Expanded the portfolio of nucleic acid labeling products, reformatted the product line to simplify both inventory management and user choices.

## **PRIOR WORK HISTORY**

*Position Research Associate, PLIVA, Division of Teva Pharmaceutical, Croatia*

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## **EDUCATION**

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**Stanford University, Palo Alto, CA**

*Postdoctoral Fellow*

*School of Medicine, Dept. of Genetics, Stanley Cohen group:*

*Gene transfer and conjugation of antibiotic resistance genes in bacteria*

**Kaiserslautern University, Kaiserslautern, Germany**

*Ph.D.*

*Dept. of Biology, John Cullum group: Organization of Streptomyces chromosome*

**Sarajevo University, Sarajevo, Bosnia-Herzegovina**

*B.S. in Biology – General Biology*

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## **MEMBERSHIP AND AFFILIATIONS**

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**TAO Global**

*Pleasant Hill, CA*

**BOARD MEMBER**

2012 – 2016

- Advanced the mission of the non-profit organization to provide energy solutions through state-of-the-art clean technology.

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## **REFERENCES**

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References available upon request