



## Legal Counsel

### Who we are:

Krystal Biotech (NASDAQ:KRY5) is a gene therapy company based in Pittsburgh, Pennsylvania. We are developing innovative and transformative gene therapy medicines to dramatically improve patient lives affected by debilitating skin diseases. We work to accomplish this goal through scientific innovation, operational excellence, and the belief that “nature operates in the shortest way possible” (Aristotle). You can learn more about Krystal Biotech at [www.krystalbio.com](http://www.krystalbio.com)

### Our vision:

We strive to be the leader in the development of novel and proprietary “off the shelf” gene therapy products to fight some of the world’s most serious skin diseases.

### Our mission:

To develop transformative, innovative, and science-based HSV gene therapy products and processes to dramatically improve people lives.

### The Position:

We are looking for an exceptional Legal Counsel to work in our Pittsburgh, Pennsylvania office (though alternative arrangements, including telecommuting with periodic travel to Pittsburgh, may be negotiated with the right candidate). Reporting to our CEO, this role functions as in-house counsel for Krystal Biotech, Inc. overseeing all legal matters for the company.

### About the role:

The attorney will provide business-focused legal advice to stakeholders across the organization. This attorney's primary focus will center on a broad range of corporate, securities, governance, compensation, benefits, and business development matters. The ideal candidate will have a combination of in-house and law firm experience supporting public pharmaceutical/biotech companies. The company has flexibility on the title depending on the level of experience that the candidate brings. Responsibilities include: providing legal support in evaluating, advising on and handling corporate securities and SEC reporting and compliance matters, including SEC periodic reports, proxy statements, and registration statements; providing legal oversight and support for all aspects of financing and business development transactions; preparing materials for the Board of Directors and its Committees, including drafting minutes, policies, plan documents and additional materials, and helping to ensure compliance with applicable corporate governance requirements; assisting in planning annual stockholder meetings; supporting insider trading and other securities compliance matters, including advising on trading windows and 10b5-1 plans, providing clearances for trading, and ensuring compliance with Section 16 filing requirements; drafting, negotiating, and/or reviewing agreements, including manufacturing and supply chain agreements, license agreements, confidentiality agreements, clinical trial agreements, and human resources and employee-related agreements; and assisting with a variety of other in-house legal matters, particularly in the market access area, as requested by the CEO.



**Specific responsibilities include, but are not limited to:**

- Transactions
  - Provide strategic advice on business transactions and business development opportunities.
  - Draft, review, and negotiate a wide variety of commercial agreements, including collaboration, licensing, research, consulting, confidentiality, vendor, and material transfer agreements.
  - Manage contract flow to ensure timely execution of agreements and ensure compliance with active contractual arrangements.
- Compliance/General Corporate
  - Support business operations and provide direction and counsel regarding compliance with applicable laws and regulations.
  - Stay abreast of laws, legislative developments, and developing external trends.
  - Assist with a variety of HR related matters including offer letters and form agreements for employees and consultants.
  - Collaborate with Company management to adopt stage-appropriate corporate policies.

**The successful candidate has a life-science legal background and will ideally possess these key qualifications:**

- J.D. from an accredited law school and admission to any state bar in the United States.
- At least 5 years of legal experience in-house and/or at a law firm advising life science companies, preferably early stage and/or venture-backed companies.
- Experience with commercial and business development transactions (including contract drafting and negotiations) and IP licensing.
- Demonstrated ability to balance legal and business considerations, problem-solve, make pragmatic decisions and operate in a fast-paced environment.

**The successful candidate has these interpersonal competencies:**

- Willingness to “roll up sleeves” and take an active role in all legal and IP matters.
- Excellent written and verbal communication skills.
- Exceptional interpersonal skills and the ability to communicate effectively with senior business leaders and other professionals and colleagues at all levels of an organization.
- Adaptable and flexible approach.
- Ability to work independently, managing, and prioritizing multiple matters with little oversight.
- Integrity, credibility and professionalism.
- Effective listener and relationship-builder with a positive and enthusiastic outlook.
- Ability to recognize risk and articulate workable strategies to mitigate such risk

All interested applicants are required to submit their CV/Resume and Cover Letter to [ktuminello@krystalbio.com](mailto:ktuminello@krystalbio.com). Please note, applications submitted without resumes and cover letter will not be accepted.

Krystal Biotech, Inc. is an Equal Employment Opportunity and Affirmative Action Employers. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual



orientation, gender perception or identity, national origin, age, marital status, protected veteran status, or disability status. Headhunters and recruitment agencies may not submit resumes/CVs through this Web site or directly to managers. Krystal Biotech, Inc. does not accept unsolicited headhunter and agency resumes. Krystal Biotech, Inc. will not pay fees to any third-party agency or company that does not have a signed agreement with Krystal Biotech, Inc.