

## RECRUITMENT

# President and CEO

*Confidential*

**diaMentis**, a Quebec-based Canadian company, has developed a **breakthrough technology for mental health care**. This innovation uses retinal signals to identify and differentiate between various psychiatric and neurological disorders. For clinicians worldwide, access to this unique decision-support tool will reduce diagnostic delays and therapeutic uncertainty. The company is entering the final stages of SaMD (*Software as a Medical Device*) regulatory approval and global deployment.

In this context, diaMentis is seeking its next President and CEO, a leader capable of speaking the language of science, finance, and regulation, a leader who strives on the operational rigor necessary to lead a team of experts and build partnerships toward a common goal: bringing to market a disruptive technology that will revolutionize mental health care for clinicians worldwide. Recognized for his/her vision, dynamism and reputation, this leader will transform the company into a structured industrial enterprise with a global reach.

## JOB DESCRIPTION

The new President and CEO of diaMentis is a seasoned builder, strategist and manager in the MedTech sector. He has a proven track record of successfully leading major funding rounds with specialized funds internationally. This person knows how to build trust and negotiate with private, public, and institutional partners, including multinational technology and pharmaceutical companies. He has experience navigating regulatory and approval processes, particularly in North America, and in commercializing SaMD. He has the ability to lead a global company, foster a strong culture, attract talent, and bring together a diverse range of skills, thus enabling diaMentis to fulfill its mission. He is responsible for the company's growth, success, sustainability, and value creation.

## KEY RESPONSIBILITIES

- Leads diaMentis and is responsible for all its assets.
- Reports to the Board of Directors and maintains a relationship of trust with its members.
- Establishes the corporate objectives and strategies for growth and development and is accountable for the execution of the strategic plan.
- Ensures financial performance: budget preparation and management, financial performance, relationships with investors, shareholders, and lenders.
- Is responsible for organizational structure, talent acquisition, and retention.
- Manages the Company's strategic and financial risks.
- Ensures compliance with laws, regulations, and contractual obligations.
- Serves as the primary spokesperson with clients, partners, government authorities, and the media.
- Establishes and maintains lasting relationships of trust with shareholders.
- Implements a culture of performance and rigor, including the implementation of quality management systems.
- Promotes and ensures adherence to the Company's values.

## DESIRED PROFILE: A BUILDER, STRATEGIST, AND SEASONED MANAGER

- Previous responsibilities as CEO, COO, CMO, or executive within a biotechnology company.
- Experience in corporate strategy and technology valuation focused on a flagship asset.
- Strong strategic skills, particularly in medical technology commercialization and long-term partnerships.
- Deep understanding of the codes and workings within large pharmaceutical and technology companies to guide the Company through these complex ecosystems.
- Ability to strike the right balance between the essential agility of the technology world and the rigor required by the medical and clinical environment.
- Ability to generate and combine non-dilutive financing (e.g., government grants, institutional contributions) with attracting international private capital.
- Experience in deploying large-scale, multicenter clinical trials.
- Ability to find ways to convince, attract and retain the various stakeholders within the diaMentis technology's user ecosystem: physicians, psychiatrists, hospitals, insurers, healthcare systems, research communities, etc.
- Strong leadership to lead a multidisciplinary team and rally talent to achieve financial, clinical, and regulatory objectives, as well as the adoption and deployment of the technology, particularly within public and private healthcare systems (including commercialization mechanisms).

## EXPECTED SKILLS

- Entrepreneurial spirit, strong inclination towards action, creative and innovative
- Strategic strength, capable of negotiating, communicating, and exerting influence at all levels of the company
- Managerial courage to prioritize, speak up, act, and decide
- Diplomacy and strong ability to gain the support and respect of stakeholders
- Critical and informed judgment
- Experienced and persuasive communicator, capable of engaging with technical teams and explaining complexities to investors and strategic partners
- Dynamic, highly available
- Demanding in terms of integrity, respect for governance rules, and loyalty to the board of directors

## ACADEMIC PROFILE

- University degree in science, technology, business administration, or a related field
- Bilingualism: English and French

## FOR INFORMATION

*Paule Têtu*

*Chairman of the Board*

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*This offer is open to all qualified individuals, regardless of gender. The use of masculine pronouns in this document is solely for ease of reading.*