

The ARPA-H Program Manager

Rational Risk Takers, Real-World Builders



Seize the opportunity to transform health outcomes. Become an ARPA-H Program Manager. At ARPA-H, we're tackling the biggest, hardest problems in human health, led by Program Managers (PMs) who identify root-cause bottlenecks, find the “why now” unlock that makes progress tractable, and drive teams to real-world outcomes. In the time a PM will work with us, they'll have the opportunity to propel a health breakthrough, with people around them to help shape the problem and resources to fund the best ideas for solutions – and then get them into the hands of people that need them. If you have a bold program concept and a clear reason it can succeed now, we encourage you to apply.

THE ROLE

ARPA-H Program Managers are the most leveraged leaders in breakthrough biotech and health R&D. Managing portfolios worth hundreds of millions of dollars, they invest in teams and technologies that compress decades of progress into years. Program Managers at ARPA-H are here to make a dent in the universe.

A Program Manager's responsibilities include:

- **Identifying problems that matter.** Targeting root-cause bottlenecks holding back entire fields, not just incremental improvements or single diseases.
- **Finding the unlock.** Pinpointing the specific insight, new capability, or recent change that makes the impossible newly tractable.
- **Recruiting world-class performers.** Assembling teams across institutions, disciplines, and sectors who wouldn't otherwise work together.

- **Driving to milestones.** Setting aggressive timelines, terminating what isn't working, and doubling down on what is.
- **Shaping markets and institutions.** Creating the conditions for solutions to be adopted, not just invented.

This is not a research position or a grants administrator role. It's a builder role — for people who want to transform human health and healthcare.

Term: This is a term-limited federal position with an initial appointment of three years, renewable for up to an additional three years. At ARPA-H, you'll ignite transformative progress, launch multiple programs (most spanning 3–5 years), and build initiatives that endure beyond your tenure. This limited term is intentional — it ensures fresh perspectives and sustained momentum.

Compensation: Competitive with academia and the private sector.

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THE PERSON WE'RE LOOKING FOR

We seek entrepreneurial-minded, technical athletes — people who combine deep expertise with the ability to learn fast, think across disciplines, and make bold decisions under uncertainty.

The right candidate will have:

- **A bold question to answer.** A solution with the potential to “dent the universe.”
- **An unlock, not just a vision.** The ability to clearly articulate why now — what has changed recently to make their approach possible.
- **First-principles thinking.** Reasoning from fundamentals, readiness to challenge assumptions, and not being anchored to conventional methods.
- **Ambition and risk appetite.** Willingness to pursue ambitious, risky approaches; frames risk as something to sequence and manage (not avoid), with clear tradeoffs.
- **Learning velocity.** Demonstrated ability to quickly master new technical areas outside their original training.
- **Recruiting power.** Proven ability to attract, assemble, and motivate strong individuals or teams.
- **Hands-on experience at the edge.** Practical experience working at the intersection of their technical background and bio/health, not just theorized how their work might be relevant.
- **Comfort with term limits.** A desire to build something impactful and hand it off, rather than build an empire.

POSITION REQUIREMENTS

- **U.S. citizenship.** Permanent residents of the U.S. or green card holders are not eligible. Dual citizens are considered on a case-by-case basis.
- **Technical degree.** Ph.D., M.D., or Master’s in a scientific or engineering field (policy, epidemiology, and non-technical fields do not qualify).
- **Post-education experience.** At least one professional role after completing their degree.
- **Bio/health intersection.** Demonstrated experience working at the edge of their technical field and bio/health.
- **Geographic flexibility.** Willing to be in Washington, D.C. at least twice per month, especially in the first year.
- **Public trust-level clearance.** A security clearance beyond this level is not required.
- **Ethics and financial background investigation.** Must complete required ethics and financial reviews as part of the federal onboarding process.
- **Conflict of interest assessment.** Must undergo a COI review to identify and mitigate any real or perceived conflicts related to duties and outside activities.

For additional information, please reference the [Frequently Asked Questions page](#).

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Hiring Authority: At ARPA-H, our customer is the American public, and we seek to build a mission-driven workforce as representative as our customer base. We are building a culture that creates a space for visionary innovators in science, health, and in building a best-in-class ARPA organization. For this position, ARPA-H has been authorized a special hiring authority that that allows for more flexibility around hiring timelines and pay-setting.

Equal Employment Opportunity: Selection for this position will be based solely on merit with no discrimination for reasons such as race, color, religion, gender, sexual orientation, national origin, political affiliation, marital status, disability, age, or membership/non-membership in an employee organization. ARPA-H encourages the application and nomination of qualified women, minorities, and individuals with disabilities.

Reasonable Accommodation: ARPA-H provide a reasonable accommodation to applicants with disabilities. If you require reasonable accommodation during any part of the application and hiring process, please notify us. The decision on granting reasonable accommodation will be made on a case-by-case basis.

Standards of Conduct/Financial Disclosure: ARPA-H inspires public confidence in our work by maintaining high ethical principles. ARPA-H employees are subject to Federal government-wide regulations and statutes as well as agency-specific regulations described on the NIH Ethics website. We encourage you to review this information. The position requires the incumbent to complete a public financial disclosure report prior to the effective date of the appointment.

Foreign Education: Applicants who have completed part or all of their education outside of the U.S. must have their foreign education evaluated by an accredited organization to ensure that the foreign education is equivalent to education received in accredited educational institutions in the U.S. We will only accept the completed foreign education evaluation. For more information on foreign education verification, visit <https://www.naces.org>. Verification must be received prior to the effective date of the appointment.