

Alex Large

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Proven force-multiplier with demonstrated success in mission-driven environments facing urgent challenges. Described as a “right-hand” partner who amplifies leadership impact through proactive problem-solving, exceptional organisation, and high agency in ambiguous situations. Skilled at maintaining momentum of critical initiatives whilst ensuring alignment across diverse stakeholders. Committed to work that creates positive global impact, with a track record of contributing to organisations addressing complex challenges in biotech and mental health.

LEADERSHIP ENDORSEMENTS

- **Brent Baum, Founder, Refract:** “I found a right-hand guy - I feel force-amplified.” [\[Full Reference\]](#)
- **Ethan Alley, Co-CEO, Alvea:** “I think Alex is unusually good at figuring out new things. A related strength is in organizing and communicating complex information.” [\[Full Reference\]](#)
- **Robert Bölkow, Head of Internal Ops, Alvea:** “I would highly recommend Alex for any role—especially in an early stage company—that requires a flexible, talented and dedicated professional.” [\[Full Reference\]](#)

CORE COMPETENCIES

- **Organisation:** Proven ability to create order in fast-paced environments through structured systems and clear prioritisation. Experience building tracking tools that improve visibility and coordination. Skilled at managing competing demands to maintain focus on highest-impact activities, as noted by referees who valued my ability to handle operational complexity.
- **Clear Communication:** Described as a “role model for making sure everyone is on the same page” and ensuring everyone is “engaged with, and heard in, decisions.” At Alvea, synthesised feedback from 20+ stakeholders into a format that directly informed strategic decisions. Consistently praised for creating low-friction communication that structures complex information clearly and logically, and enables others to engage effectively.
- **High Agency:** Recognised for “excellence in taking ownership of projects with a high degree of autonomy.” At Alvea, independently identified operational gaps and designed solutions that became core to company operations. Noted for being “unusually good” at long-range planning while maintaining focus on current priorities, with a track record of creative solution-finding through protected thinking time.
- **Emotional Intelligence:** Referenced as “almost always content and well-regulated” with an exceptional ability to build trust quickly. At Alvea, created communication channels specifically designed to surface critical feedback that ultimately identified several strategic mistakes. At Refract, maintained 50+ close customer relationships that drove retention, referrals, and high-quality feedback.
- **Support Mindset:** Consistently “great and proactive at asking other members of the team ‘how can I support you?’” Enables leaders to focus on their highest-leverage activities by handling operational complexities with minimal direction. Developed a reputation for amplifying others’ effectiveness through anticipating needs and providing tailored support.
- **Strategic Prioritisation & Urgency:** Demonstrated ability to maintain momentum on critical initiatives in time-sensitive environments. At Alvea, consistently prioritised work that directly advanced the company’s mission of rapidly developing a COVID-19 vaccine. Founded and lead a daily productivity community focused on the “Hamming question”, with structured stand-ups and end-of-day reviews that ensure ruthless prioritisation of highest-impact activities.

PROFESSIONAL EXPERIENCE

Customer Success at Refract

Sep 2023 - Sep 2024

- Served as a direct force-multiplier for the founder of a mental health startup, enabling leadership to focus on vision and product development while ensuring operational excellence across the organisation. Proactively identified emerging priorities and took ownership of critical workflows with minimal direction. As the founder noted: “I don’t say ‘I couldn’t have done this all without him’ lightly.”
- Designed and implemented comprehensive tracking systems that provided actionable distillation of user journeys, needs, and product development priorities, ensuring alignment across team.
- Synthesised insights from 100+ user interviews and diverse stakeholder calls, developing frameworks (e.g., user archetypes, request taxonomies) to structure qualitative data and translating findings into actionable strategic recommendations (e.g., critical path product proposals) that directly informed the roadmap.

- Served as a key sounding board for product strategy by acting as an informed proxy for user perspectives, grounded in deep immersion in customer feedback.

Process Improvement Specialist at Alvea

Jan 2022 - Jan 2023

- Drove operational effectiveness in a biotech startup racing to develop a COVID-19 vaccine under urgent timelines. Maintained relentless focus on progress while ensuring alignment across teams working under extreme pressure.
- Created foundational digital infrastructure that supported crucial communication and knowledge management needs, including structured Slack channels that surfaced critical flaws in strategic thinking.
- Excelled at structuring and clarifying complex strategic and technical discussions; created highly-praised visual notes and summaries (e.g., for Quality Management System vendor scoping) that enabled clearer analysis and decision-making for leadership.
- Led an innovative virtual assistant program that the COO noted “exceeded expectations,” managing 11 remote assistants in a novel deployment model that the contracting company’s CEO explored adopting as a new revenue stream. Built seamless delegation systems enabling staff to offload various tasks, from administrative work to scientific research.
- Independently conceived and executed post-sprint reflection interviews with all team members following two intense clinical trial sprints. Designed questions, conducted interviews, and synthesised diverse qualitative feedback on project execution and team collaboration into concise, actionable strategic insights for leadership (via text summaries and curated video compilations), demonstrating skill in distilling signal from noise and identifying areas for team process improvement.
- Designed and implemented a service desk system that transformed internal operations workflow, receiving feedback that it allowed team members to “focus on larger projects that require more focus” and “batch requests rather than responding immediately.”

Data Analyst at Click Dealer + StudentBeans

Nov 2019 - Jan 2022

- Python, SQL, machine learning techniques. Delivered actionable insights to support decision-making.

RELEVANT PROJECTS

Truth-Seeking & Effectiveness Slack Group

Feb 2025 - Present

- Created and lead a structured accountability community practicing rigorous truth-seeking; implementing daily stand-ups, reviews, and a charter encouraging open discussion and challenging assumptions.
- Actively applying calibrated forecasting methods (~120 predictions tracked), explicit confidence levels (credences) in communication, and expected value calculations to improve decision-making and reduce cognitive biases within the group.

Rationality & Strategy Sprint

Jan - March 2025

- Conducted a full-time intensive program dedicated to developing and applying skills in rational decision-making, calibrated judgment, and strategic thinking applicable to complex challenges, including structuring problems, evaluating evidence, and clarifying arguments.
- Focusing on frameworks for transparent reasoning, evaluating evidence, and adapting strategies effectively (e.g., OODA loops, inside/outside view forecasting) to navigate high-stakes domains.

Post-Rationalist Personal Development

2023

- Dedicated a year to intensive personal growth focused on increasing flourishing, including a 10-day silent meditation retreat, Art of Accomplishment cohort, the Finder’s Course, and training in Internal Family Systems and Gendlin Focusing. Culminated in a transformational and durable “Kensho” experience.
- Developed significantly enhanced capacity for emotional regulation, presence, and clear communication during challenging situations—skills that enable me to remain grounded and effective when supporting others through complex decisions with significant consequences.
- Offered coaching to 10+ others on their own development journeys, receiving feedback that I create “a safe and non-judgmental place” and “hold space” effectively, with one client noting: “I specifically appreciated your guidance through the somatic inquiry and processing... Genuinely appreciated the container you held.”

EDUCATION

Master’s of Research in Bioengineering at Imperial College London (Merit)

2018 - 2019

Bachelor of Science in Biomedical Sciences at University of Reading (2:1)

2014 - 2017