

PART I – BUSINESS DEVELOPMENT ASSOCIATE DIRECTOR/DIRECTOR, COMMERCIAL DEVELOPMENT, GERMANY & AUSTRIA.

Simbec-Orion Group is an ambitious organisation, expanding our international, full service, boutique CRO; growing by bringing together the best possible people, healthcare professionals and drug developers from all areas of clinical development

If you are a Sales professional who wants to develop their career, has been successful in the CRO sector & wants to get 'stuff done', we would like to talk to you.

We are looking for a Sales Professional to join the Commercial Development team. Reporting in to the Senior Vice President, Commercial Development this is a very important role which will support the growth of the company.

The BD Associate Director/Director (title dependent on experience) will be a key figure in the continued success of our developing commercial team. Passionate about sales and the CRO sector, with a thorough understanding of the drug development processes, you should be comfortable working in a fast paced, dynamic environment. You need to have the ability to communicate with internal and external stakeholders at all levels. Whilst a strong communicator you must be metric orientated and data driven. You enjoy getting 'stuff done' and seeing the impact your work has on the business.

You must have a proven track record in selling clinical development services and be able to show that you have successfully developed territory and target account plans and demonstrably grown business. You need the proven skills to be able to hunt for new business and develop the relationships required to grow existing accounts. The desire to close business with a win is paramount!

This role is at a distance from many others in the team and has a wide geographical territory, so you must be able to relate well with people at all levels, across cultures/countries and have the flexibility to work well as part of a team or on your own.

If you are the right person for this role you will have the urge to use your skills and understanding of the marketplace to help us expand our existing presence in your territory, which will make a major contribution to a company that is gearing itself for significant growth.

PART 2 – EXPERIENCE, QUALIFICATIONS AND ATTRIBUTES

QUALIFICATION		
Required	Desired	Measured
Degree or equivalent - Life Sciences. or Business Studies	Masters/PhD	CV
EXPERIENCE		
Required	Desired	Measured
Proven track record of selling CRO services. Delivery in excess of targets.		CV
Selling to Biotech, small and mid-cap pharmaceutical companies		CV
Working in an international but small organisation		CV
Working in a home-based environment		CV /Interview
Use of CRM systems		Interview
	Oncology, Rare disease, anti-infective/vaccines experience	CV
	Experience within both small CROs & Larger organisations.	
	Experience in purchasing for healthcare companies	CV
COMPETENCE		
Required	Desired	Measured
Networking skills		Interview
Persuasion,/influencing skills		Interview
Prospecting, Identification of Customer Needs and Challenges,		Interview
Public Speaking,		Interview
Territory Management,/Sales Planning,		Interview
Market Knowledge,		Interview
Closing Skills,		Interview
Thorough understanding of Phase I-III operational issues		Interview
Ability to work independently and as part of a team		Interview
Proactive and energetic approach to life.		Interview
Languages (Italian, English)		
	Languages (Spanish)	Interview

PART 3 – JOB DESCRIPTION - JOB FUNCTION

JOB TITLE	Business Development Associate Director, Director Southern Europe – Portugal, Italy, Greece & Spain. - Title dependent on experience
ROLE HOLDER	TBC
DEPARTMENT	Commercial Development
DIVISION	Simbec-Orion Group Ltd
LOCATION	Home based (Italy) with frequent travel across the territory, other office locations, client offices, or other venues as necessary
CONTRACT TYPE	Permanent Full time
REPORTING TO	Senior Vice President, Commercial Development or designee.
DIRECT REPORTS	None
INDIRECT REPORTS	None

ROLE HOLDER		Date:
LINE MANAGER		Date:
NEXT REVIEW DATE		

JOB PURPOSE
<p>The role of Business Developer is fundamental to the success of Simbec-Orion. The role is part of a small group of sales professionals, plus Marketing, Proposals Development, Revenue Development and Contracts personnel, focused on winning new business and retaining existing client relationships profitably.</p> <p>The BD professional’s role is to highlight appropriate opportunities, and successfully move them through the sales process to a profitable conclusion, with a signed contract, in as efficient manner as possible.</p> <p>The minimum expected requirement is delivery against their personal new business sales target.</p>

PRINCIPAL DUTIES
<ol style="list-style-type: none"> 1. Deliver, at a minimum, the agreed sales target of the period concerned (annual, Quarterly &/or Monthly). This will be done through new business generated by proactively developing and capitalizing upon a robust pipeline of opportunities across all services and expanding our share of wallet with existing clients. The Company’s SMEs should be used to build working relationships between the client decision makers and influencers and the Company. 2. Working within an assigned territory (geographical &/or Type-of Business), develop and work to an agreed territory plan. 3. To drive the sales process from receipt of an MQL (or creation of an SQL), through the sales process. Working with Proposal & Revenue Development teams, Marketing and Operations professionals, as required, to deliver best possible Proposals and Bid Defences. Ensure the proposals speak to the client’s needs, concerns, and objectives and are priced appropriately. 4. To manage the contract negotiations process, supported by, & supporting, Contracts Management, Revenue Development and Operations Project Management et al to a successful conclusion with agreed contracts and Work Orders, which include upfront fees based on the study’s total Professional Fees. 5. Support Operations Teams and Revenue Development during Change Order discussions as required. 6. Ensure that all systems (CRM) and processes (Sales, proposal management, bid defence and contract management etc.) are adhered to. 7. Support Marketing by providing market intelligence on trends, customers and competitors to assist the development of unique selling propositions and differentiators. Identify opportunities for campaigns, services, and communication channels that will lead to an increase in sales. Attend conferences, tradeshows and exhibitions as required. 8. Travel within the territory and beyond as required to deliver on the business need.

PART 4 – BACKGROUND TO SIMBEC-ORION GROUP

Simbec-Orion Group Limited (“Simbec-Orion” or the “Group”) was created in June 2014 by the merger of Simbec Research Limited (“Simbec”) and Orion Clinical Services Limited (“Orion”).

As a result of the merger, Simbec-Orion is today a full service CRO covering first in human Phase I clinical studies through to pivotal Phase III studies and Phase IV post marketing studies. Simbec-Orion supports its clients with our own in-house full service central laboratories (branded as Seirian Laboratories) pharmacovigilance, data management and statistics, IMP management/pharmacy, medical management. We have expertise in all drug types, dosage forms and delivery mechanisms and in later stage development and have six core therapeutic disciplines:

- oncology,
- rare and orphan diseases,
- respiratory disorders,
- dermatology,
- infectious disease & vaccines, and
- translational medicine.

We operate internationally serving clients anywhere in the world with physical operations in the United Kingdom, France, Germany, Italy, Spain, Czech Republic, Poland, Australia, South Africa and the United States of America. We have a combined staff approaching 250 people with the greatest concentrations in the UK and France.

It is our objective to become widely recognised as being a significant international full service CRO known for its excellence both across its range of services and in its therapeutic disciplines. We compete effectively against many of our larger competitors by offering a broader range of services and with greater depth of knowledge in our chosen therapeutic areas.

Given the background of a number of our senior leadership team, we think with the same focus as our clients - as drug developers and not simply as outsource service providers. Our goal is to meet their actual needs and not simply execute a study.

Our growth targets aim to see the Group grow from its current size of approximately revenues of £25m (\$37m) per annum to £100m (\$150m). This will be achieved in part by organic growth but also through further M&A activity. – remove if lower level role