

## Person Specification

<b>Job Title</b>	Commercial Development Manager
<b>Job Holder</b>	VACANT
<b>Reports To</b>	VP of Sales, Europe and Asia
<b>Date</b>	June 2018

		Essential	Desirable	Method of Assessment
	<b>Educational Attainment</b>			
E1	Scientific degree:	X		Application form/Certificate
D1	Fluency in a second language		X	Application form/Certificate
	<b>Work Experience</b>			
E2	Significant experience with selling services to customers	X		Application form
D2	Significant experience selling CMO services		X	Application form
D3	Experience with use of CRM software		X	Application form
E3	Negotiation experience		X	Application form/Interview
D4	Experience dealing with CXO level executives of Biotech companies	X		Application form/Interview
D5	Experience managing complex multinational key accounts		X	Application form/Interview
	<b>Knowledge/Skills/Aptitude</b>			
E4	Excellent written and verbal communication skills	X		Application form/Interview
E5	Ability to influence, negotiate and persuade	X		Interview
E6	Excellent presentation skills, ability to present complex information in a clear and concise manner	X		Interview/presentation
E7	Ability to work without supervision yet able to judge when advice and support is required	X		Interview
E8	Ability to effectively travel up to 40% of the time, including travel to the USA	X		Interview

E9	Exceptional interpersonal skills required to deal with customers from different backgrounds, cultures and seniority.	X		Interview
D6	Ability to lead complex contract negotiations		X	Interview
	<b>Circumstances</b>			
E10	Flexible approach to work, which includes some unsociable hours.	X		Application form