

Job Description

Job Title	Commercial Development Manager / Senior Commercial Development Manager
Job Holder	
Reports To	VP Commercial Development
Location	FDBK or field based
Date	September 2020
Grade	34/35

Job Purpose

To support the VP Commercial Development in development, maintenance and execution of strategies to strengthen the Gene Therapy (GT) commercial pipeline within Europe.

Dimensions

No of staff reporting to individual	None
Site Numbers	750
Forward planning	At least 12 months

Principal Accountabilities

Accountability	Grade 34	Grade 35
1	Independently prospect in agreed territories, including the identification of key target customers and formulation of a sales strategy/activity plan for that defined territory in order to build strong personal relationships with customers and meet assigned sales targets	Independently prospect in agreed territories, including the identification of key target customers in and formulation of a sales strategy/activity plan for that defined territory in order to build strong personal relationships with customers and meet assigned sales targets. Provide input into the team commercial strategy for a given geography/service offering and assist in monitoring delivery versus plan as required.
2	Contribute to the implementation of the marketing strategy by independently attending exhibitions and conferences	Contribute to the implementation of the marketing strategy by independently attending exhibitions and conferences. Have a high level of visibility within a given territory and be seen as a trusted external face of the organization.
3	Arranging and leading face-to-face meetings with prospective customers, either visiting them or hosting meetings at FDB sites globally	Arranging and leading face-to-face meetings with prospective customers, either visiting them or hosting meetings at FDB sites globally
4	Lead the proposal process for new projects, ensuring timely delivery and review of the proposal by the relevant internal stakeholders.	Lead the proposal process for new projects, ensuring timely delivery and review of the proposal by the relevant internal stakeholders. Be able to make

		recommendations on the proposal content (scope/positioning/presentation) and pricing for consideration by the relevant stakeholders.
5	Lead the negotiation of commercial agreements for process development and manufacturing projects, with support from the VP Commercial Development. This involves influencing internally and externally and agreeing terms which include intellectual property, manufacturing rights, liability and payment terms.	Lead the negotiation of commercial agreements for process development and manufacturing projects, with minimal support from the VP Commercial Development. This involves influencing internally and externally and agreeing terms which include intellectual property, manufacturing rights, liability and payment terms.
6	Build and maintain a good working knowledge of the market/competitive landscape in a given territory.	Have a deep knowledge of the market/competitive landscape for a given territory/service offering and be proactive in ensuring that pertinent information is disseminated to the wider commercial organisation on a regular basis.
7	Any other duties commensurate with the role.	Any other duties commensurate with the role.

Competencies:

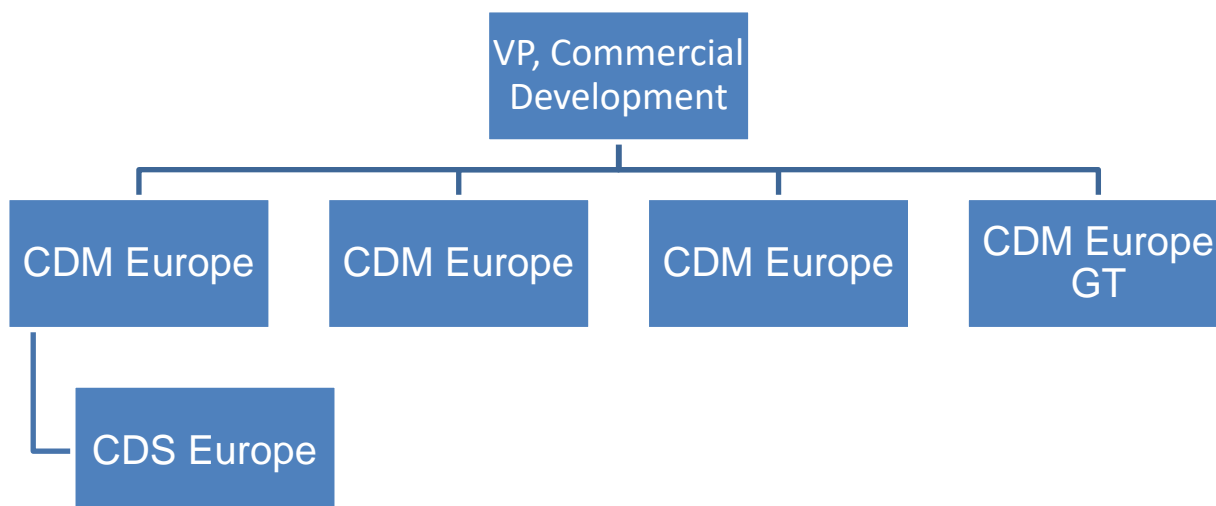
Competency Level	Grade 34	Grade 35
Core	All	All
Manager/Team Leader	Business Standards & Integrity, Customer Focus, Analytical Thinking, Relationship Building, Planning, Achievement and Results Orientation	Business Standards & Integrity, Customer Focus, Analytical Thinking, Relationship Building, Planning, Achievement and Results Orientation
Senior Leader	None	None



Special Features

- An experienced business development professional - ideally with at least three years (five years for a senior CDM) of experience in a directly relevant role.
- BSc or equivalent in a relevant life science.
- Good technical knowledge of the GMP manufacture of ATMP's.
- Good market knowledge of the advanced therapy field.
- Good influencing skills and the ability to build/maintain strong networks both internally and externally.
- Good understanding of commercial issues, with proven negotiation, presentation and selling skills
- A proactive attitude & ability to work highly independently.
- Excellent organizational skills
- Ability to travel nationally and internationally (up to 50%).
- Tenacious – able to deal with long sales-cycles and complex decision making by customers.

Organisation Chart



Signatures

Job Holder: Date:

Manager: Date:

Revision Table

Revision History	Date of Update	Authoriser
Revision 1	11 July 2018	D Chesworth
Revision 2	01 April 2019	A Dickson

Revision History – Amended due to revised Behavioural Competency Framework