

Head of Business Development

Do you thrive on building high-performing commercial teams and developing long-term strategic partnerships in the life sciences industry?

Do you have a hands-on approach to customer engagement and sales?

Can you translate complex science into compelling research opportunities?

Do you want to lead a team that bridges science and market impact?

Does this speak to you? If so, send us your CV, tell us why you think there is a fit, and let us talk.

Cryptobiotix was founded in 2021 with the aim of challenging the status quo, both in technology and in the way we do business. As a **preclinical CRO**, we provide laboratory-based services to companies that develop **novel treatments to improve human & animal health**, by targeting the **gastrointestinal tract** and **particularly the gut microbiome**. Our proprietary **SIFR® technology**, has multiple **unique features** relating to both **throughput** and **biorelevance**. As a business, we value **strong, trustworthy relations** with our stakeholders. **Transparency and authenticity** are at the core of our involvement in our employees' well-being and career path, in our customers' research programs and questions, and in our suppliers' market approach.

1. Position summary

We are seeking an experienced and hands-on **Head of Business Development** to lead and expand our commercial activities in the life sciences sector. In this leadership role, you will manage and mentor a team of Business Development Managers while actively contributing to sales initiatives and customer relationships.

You will play a key role in driving revenue growth, strengthening partnerships with key accounts, and identifying new business opportunities in the microbiome and life sciences markets. This position combines leadership with direct involvement in customer interactions and sales execution.

Key aspects of the job will involve connecting with our clients and prepare business opportunities with our **SIFR® technology** for food tech and biotech companies in the microbiome space.

Your **key responsibilities** will be to:

- **Lead, coach, and mentor a team** of Business Development Managers to achieve commercial objectives
- **Manage and develop your accounts**, from opportunities to successful collaborations
- **Actively contribute to sales activities**, including customer meetings, negotiations, and closing collaborations



- **Navigate the business development process**, including presentation of our services and answering the needs of our customers
- **Collaborate closely with scientific and operational teams** to align customer needs with service offerings
- **Represent Cryptobiotix** at conferences, networking events, and industry meetings (approximately 15-30% travel)
- **Support the continuous improvement** of commercial processes and customer experience
- **Gather market feedback** for technological/business needs

You will report to our Director of Business Development, and will closely collaborate with the rest of the business development team.

Your work will require a lot of autonomy, but you can count on the support of our team. We are open-minded and we value each other's inputs to tackle various challenges in synergistic ways. We also want to **support you in your career path** and understand how we can have you on board for the long run. We are a start-up, and we approach this **individually** for each employee.

Your job will be mainly at Cryptobiotix, with the team, but will allow for partial remote work up to 2 days per week.

2. Experience, skills and education requirements

Experience

- **6+ years of experience in sales or business development within the life sciences**
- **3+ years of experience managing a sales or business development team**
- Background in life sciences, with a minimum bachelor's degree
- Strong communication and relationship management skills
- Fluent in English

Personality

- **Driven**, wanting to take ownership of the processes
- Excellent **communicator**, connecting easily with customers and partners
- Ability to **prioritise** and **work efficiently** to meet planned **objectives**
- Quality-oriented mindset with strong **attention to detail**
- **Autonomous**, not afraid to take on challenges
- **Excellent people manager** with the ability to motivate and develop teams
- **Entrepreneurial, proactive**, and comfortable working in a fast-growing start-up environment

Additional preferences:

- Sales experience in services
- Knowledge of **gut microbiome**
- Experience working in an international and multi-cultural environment
- Living within 1.5h from Ghent



3. Package

We offer a **competitive package**, matching your fit for the position and experience. Additional benefits include meal vouchers, premium insurance package, phone contract. Remote work possible 2 days a week.

Starting date to be agreed on.

The yearly gross salary range is around 84 k€, based on degree and experience.

For this role, there will be an uncapped, non-recurring, performance-related bonus.

4. Contact us

Reach out to us at jobs@cryptobiotix.com with your CV, and how you see the fit with Cryptobiotix and the position.