

## **Job Title: VP Sales and Business Development**

At List Labs, our mission is to *"harness bacteria's potential for a healthier world."* We are a premier contract development and manufacturing organization (CDMO) specializing in bacterial-derived products for early clinical trials, including live biotherapeutic products from the rapidly growing microbiome field. Our expertise also includes the production of native and recombinant bacterial proteins and toxins for research and development.

We offer a dynamic, collaborative environment where innovation thrives, and employees are empowered to make a meaningful impact.

### **Position Overview**

We are seeking an experienced and visionary **Vice President of Sales and Business Development** to lead our commercial strategy and drive growth across two key revenue streams:

- Reagent Grade & GMP products
- Bacterial-based biologics CDMO services

This executive role is critical to shaping List Labs' global market presence, building strategic partnerships, and developing a high-performing commercial organization. The ideal candidate will have a proven track record of success in the biopharmaceutical industry, particularly within CDMO environments, and the ability to convert market insights into actionable strategies that deliver measurable results.

### **Key Responsibilities**

- Develop and execute a comprehensive global business development, sales, and marketing strategy to maximize profitability and expand market share.
- Drive new customer acquisition and strengthen relationships with existing accounts across biotech and pharmaceutical markets.
- Secure strategic partnerships and high-value commercial agreements to support growth objectives.
- Lead market analysis to identify emerging opportunities, trends, and competitive threats, using insights to guide strategic decisions.
- Represent List Labs at major industry events, conferences, and forums to enhance brand visibility and thought leadership.
- Oversee negotiation and execution of confidentiality, service, and quality agreements.
- Provide executive oversight of KPIs, ROI metrics, and pipeline management through Salesforce.

- Drive strategic optimization and utilization of Salesforce establishing best-practice processes for pipeline management, forecasting, reporting, and visibility into business development activities.
- Build and mentor a high-performing sales and marketing team aligned with long-term strategic objectives.

### **Qualifications and Experience**

- Bachelor's degree in Biology, Chemistry, Biochemistry, Microbiology, or related field; MBA preferred.
- 15+ years of progressive experience in biotechnology or pharmaceutical industry, with at least 10 years in senior-level business development and sales roles within biologics manufacturing/CDMO.
- Deep understanding of biopharmaceutical cGMP manufacturing processes and commercial implications.
- Proven success in securing complex commercial agreements and driving market expansion.
- Expertise in CRM systems (Salesforce) and data-driven decision-making.
- Exceptional communication, negotiation, and executive-level presentation skills.

### **Knowledge, Skills, and Abilities**

- Broad understanding of bacterial biologics manufacturing.
- Ability to travel as needed for client meetings, industry events, and market research.
- Proven track record of successful, progressive sales growth and expanding market presence in the biotech CDMO sector.
- Exceptional negotiations skills with experience securing complex commercial agreements and strategic partnerships.
- Experience in contract services with an understanding of customer expectations and service delivery models.

### **Physical Requirements**

- Occasional lifting and carrying of materials such as promotional items, marketing materials, or equipment weighing up to 20 pounds.
- While performing the duties of this job, the incumbent may be regularly required to stand, sit, talk, hear, reach, stoop, kneel, and use hands and fingers to operate a computer, keyboard, telephone, laboratory equipment.
- Must be able to travel both domestically and internationally, to meet clients, attend conferences, and represent the company at various events. This may include air travel and overnight stays.
- Adequate vision to read documents, presentations, and data on a computer screen.
- Must be able to work in a typical office setting and occasionally in external environments such as client offices, conference center, or trade shows.

### **Compensation and Benefits**

- The anticipated compensation range for this position is \$220,000 - \$345,000 per year based on a variety of factors, including but not limited to, internal equity, experience, education, specialization, skills, abilities, and training relevant to the role.
- The title may be assessed one level lower or higher, accordingly.
- Benefits include medical, vision, dental, vision, and group-term life insurance, 401(k) retirement plan with a 4% employer match, vacation, and holidays.
- The above salary range represents the Company's good faith and reasonable estimate of the range of possible compensation at the time of posting.

### **Why Join Us?**

- Be part of a mission-driven organization at the forefront of microbiome-based therapeutics and biologics manufacturing.
- Collaborate with a passionate team in a dynamic, growth-oriented environment.
- Competitive compensation and benefits package.

### **Ready to Make an Impact?**

If you are a strategic leader with a passion for driving growth and shaping the future of biologics manufacturing, we'd love to hear from you!

**Apply Today:** [applicant@listlabs.com](mailto:applicant@listlabs.com)