



540 Division Street, Campbell, California 95008-6906  
Tel. (408) 866-6363 Fax (408) 866-6364  
[www.listlabs.com](http://www.listlabs.com)

## **Job Title: Sr. Director, 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 results-driven **Sr. Director of Sales and Business Development** to accelerate List Labs' growth across our bacterial product portfolio and CDMO services. This senior leadership role is pivotal in strengthening our market position, driving new revenue, shaping commercial strategies, and building a scalable, high-performing sales organization.

The ideal candidate brings deep experience in the CDMO sector, exceptional leadership capability, strong financial and analytical acumen, and a proven ability to influence cross-functional teams. This role blends strategic planning with hands-on commercial execution to deliver measurable impact.

### **Key Responsibilities**

- Lead the development and execution of sales and business development strategies driving sustainable revenue growth, strategic market expansion, and alignment with overarching corporate objectives.
- Maintain direct responsibility for high-value strategic accounts and key deals, including prospecting relationship management, negotiation, and closing.
- Lead brand strategy, marketing campaigns, and positioning in key markets for products and CDMO services.
- Own a personal revenue contribution target for strategic or complex opportunities across product and service portfolios.
- Partner with sales staff to close high-value new business and expansion opportunities by participating in executive-level customer engagements, shaping negotiation and pricing strategy, and resolving complex issues to drive revenue growth.
- Act as an escalation point for major accounts and complex contract discussions.
- Lead, mentor, and develop sales and marketing staff and/or consultant; provide coaching, performance oversight, and talent development.

- Provide strategic oversight and final approval of sales plans, key account strategies, and growth initiatives to ensure alignment with company revenue objectives.
- Drive accountability for sales performance and pipeline health for products and CDMO services.
- Report key performance indicators (KPIs) and ROI metrics, analyzing trends and presenting insights to executive management to drive strategic, data-informed decision-making.
- Translate commercial strategy into scalable processes, quarterly plans, and cross-functional alignment initiatives.
- Partner with executives and Finance on annual revenue planning, forecasting, margin optimization, and budgeting
- Lead go-to market expansion strategies and initiatives for new products, services, and capabilities.
- Lead competitive analysis, market intelligence, and long-term positioning of the company in the bacterial products and CDMO biologics space.
- Serve as a key member of the senior leadership team, contributing to corporate strategy, business planning, new capabilities, and investment decisions.
- Strengthen commercial processes including forecasting cadence, pipeline rigor, CRM adoption or optimization, pricing consistency, and proposal quality.
- Implement performance analytics, pipeline management frameworks, and dashboards to support data-driven decision-making.
- Oversee proposal development and pricing strategies in collaboration with technical, operations, and finance team.
- Partner with Manufacturing, R&D, Quality and Operations to ensure alignment of commercial priorities with capacity and capabilities.
- Define and lead the company's sales engagement strategy, including prioritization of high-impact tradeshows, conferences, and industry events that advance brand visibility and growth objectives.

### **Qualifications and Experience**

- Bachelor's degree preferably in Biology, Chemistry, Biochemistry, Microbiology, or related field.
  - Master's in business administration (MBA) a plus.
  - 10+ years of biotech industry experience is desirable.
  - 5+ years sales experience in biologics manufacturing at a CDMO.
  - Related experience with biopharmaceutical cGMP manufacturing processes.
  - 5+ years of business development experience.
  - 5+ years leading commercial teams.
- Experience with customer relationship management CRM software such as Salesforce software.

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

- Executive level communication, negotiation, and relationship-building skills.
- Prove ability to design scalable commercial systems and processes.
- Strong track record managing and building high-performance teams.
- Expertise in competitive positioning, market segmentation, and pricing strategy.

- Ability to travel as needed for client meetings, industry events, and market research.
- Proven ability to coordinate across bio science technical teams within the company and our customers to respond to their business inquiries, RFPs, quotes, as well as during and post projects customer support.
- Understand the CDMO/CRO market space, such as market dynamics, trends and competitors.

### **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 base salary range for this position is \$185,000 - \$235,000 + sales bonus 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)