

SPEKIFIKATION

SENIOR CMO MANAGER F/M/D

THE COMPANY

- Our client is a true "hidden champion". A biotechnology company and one of the world's leading suppliers of innovative high-performance biotech materials and a well-established, reputable industry partner. The biotech materials can be fully recycled, are 100% biodegradable and extremely versatile thanks to their extraordinary mechanical and biochemical properties. The company is producing at industrial scale using a patented biotechnological process.
- The company currently employs about 50 people at its headquarters in the heart of Bavaria - but the plan is for clear growth and thus a doubling of the workforce in about 2 years.
- Our customer accelerates its demand - in the middle of 2021 further investors have been acquired. The goal is to accelerate the industrial production volume and the expansion of the commercial operation and the expansion into new markets and application areas.

POSITION AND DUTIES/RESPONSIBILITIES

POSITION

- Reports to the CPO (Chief Production Officer).
- The position will be filled in the context of the ongoing "industrialization", the scale up, of the company.
- Regularly interacts internally with the CEO, CFO, Head of SCM, Head of Protein and Process Development, QM/QA, QC, Accounting, Controlling and Project Management, Head of Business Units Fiber and Medtech as well as externally with Protein production partners, Equipment Suppliers, Engineering companies, Auditors, Legal Counsel.
- The endowment is in line with the high requirements of the position and consists of a fixed and variable component.
- The role plays an important role and is a challenging task in a growing international environment.
- Workplace is flexible (mixture of abroad, home, headquarter)

DUTIES/RESPONSIBILITIES

The Senior CMO Manager is contracting new protein production partners worldwide to scale the company's protein production and to maximize efficiency and to minimize the cost of protein production with existing production partners. In addition, the incumbent supports the growth of the company by identifying partners and mitigates protein supply risks as well as financial risks.

The Senior CMO Manager acts as an interface between new protein production partners and the team. The incumbent plays a critical role in developing and maintaining positive and long-term relationships production partners.

Especially following tasks are relevant for the new role:

- Scouting and identifying new global production partners for producing protein powder, that provides the desired service for the company with respect to cost position, quality, and logistics.
- Building up / maintaining a database on worldwide CMO capacity (constant screening of the landscape).
- Drafting business cases for our long-term production strategy.
- Negotiating new contracts with production partners with respect to commercial terms for Capex investments, CMO-Fee and general terms and conditions
- Ensuring CMO compliance within laws, HSE standards and company's values and code of conduct.
- Supporting product and process development team during first large-scale qualification production of new products and processes at the protein production partners.

THE IDEAL CANDIDATE

- Commercial experience from Sourcing and/or Sales/Marketing from biotechnology combined with a technical education (PhD/MSc) preferable within Biotechnology.
- Senior knowledge (5+ years' experience) from international commercial biotechnology (Sourcing/Sales/Marketing).
- Proven track record in commercial contracting and negotiations.
- Experience in operational KPIs, Balance Score Cards, and a reporting / review process to ensure continuous improvement of the operational performance of the business.
- Understanding of manufacturing processes, global production networks and Supply Chain
- Understanding different kinds of project management tools.
- Clear determination to deliver best practice in contracting.
- Proven experience with ERP, inventory management and master data systems.
- Excellent contacts and network in the multinational biotech manufacturing industry.
- Strong strategic and analytical thinking.
- Structured, way of working and problem solving.
- Excellent interpersonal and communication skills.
- Ability to effectively and persuasively present information to partners, suppliers and management boards.
- Fluency on business level in both written and spoken English.
- Willingness to travel to international client sites (up to 30%).
- Self-organized and independent work style.
- Resilient, does not give up easily.
- Able to work in cross-functional teams.