

Business Development (Senior) Director

Location: Boston, MA (Hybrid/On-site)

Job Summary

We are seeking an experienced **Business Development (Senior) Director** to lead global commercial expansion for the company's **fully humanized mouse platform and related antibody discovery services**. This role will be responsible for driving international and domestic partnerships, building strategic relationships with biotech and pharmaceutical clients, and accelerating revenue growth in North America and global markets.

The ideal candidate will bring strong **BD leadership experience in CRO/CDMO or biotech services**, with a solid understanding of **antibody discovery and preclinical research workflows**.

Key Responsibilities

1. Lead global business development activities for the company's **fully humanized mouse platform and antibody discovery services**, with a primary focus on the **North American market**, in alignment with corporate strategy and growth objectives.
2. Develop and execute strategic **commercial plans**, including market entry strategies, key account targeting, partnership development, and pipeline generation to achieve revenue and expansion targets.
3. Continuously monitor and analyze **global and regional pharmaceutical, biotech, and CRO/CDMO market trends**, including customer needs, technology developments, and competitive landscape; translate market intelligence into actionable BD strategies.
4. Serve as a senior commercial representative of the company in engagements with **biotech and pharmaceutical partners**, including opportunity qualification, proposal development, pricing and contract negotiation, and deal closure.
5. Manage customized R&D and production projects in collaboration with scientific and delivery teams; ensure smooth handover from sales to execution and proactively resolve commercial issues throughout the project lifecycle.
6. Build and maintain long-term strategic relationships with key clients and partners; collect customer feedback and market insights, provide internal reporting, and drive continuous improvement in service offerings and client experience.
7. Support the development of **international sales processes, commercial SOPs, and go-to-market frameworks**; mentor and train junior BD team members and contribute to building a high-performing global BD organization.
8. Represent the company at major industry conferences, partnering events, and scientific meetings in the US and internationally.

Qualifications & Requirements

1. PhD in **Biology, Immunology, Pharmaceutical Sciences, Chemistry, or related life science fields.**
2. **7+ years of experience** in business development, sales, or commercial roles within biotech, pharma, CRO, or CDMO industries; senior-level experience managing strategic accounts and complex deals is required.
3. Strong preference for candidates with **antibody discovery, biologics, or preclinical research experience**, including familiarity with target validation, in vivo models, and translational research workflows.
4. Proven track record of developing and closing **partnerships with biotech and pharmaceutical companies**, especially in the US or global markets.
5. Excellent executive presence with strong communication, presentation, and negotiation skills; **full professional fluency in English** (spoken and written).
6. Strong strategic thinking, market insight, and execution capability, with demonstrated ability to manage cross-functional teams and complex projects in a matrix organization.
7. Highly self-motivated, results-driven, and entrepreneurial mindset; able to work independently and thrive in a fast-paced, growth-stage environment.

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Sponsorship: no visa sponsorship