



OPPORTUNITY PROFILE

Director, Business Development



Vaccine and Infectious Disease Organization (VIDO)

www.vido.org

The Vaccine and Infectious Disease Organization (VIDO) is a world leader in infectious disease research and vaccine development for humans and animals.

As part of the University of Saskatchewan, VIDO's expertise, infrastructure, and history is at the forefront of innovation and is a valuable resource and a source of pride for Canada. For close to 5 decades, VIDO has been developing solutions to infectious diseases and played a key role in Canada's response to the COVID-19 pandemic. It is one of the largest, most advanced containment facilities in the world and is expanding to be a vertically integrated facility from discovery research to manufacturing.

To strengthen Canada's preparedness for emerging infectious diseases, VIDO is expanding capabilities as Canada's Centre for Pandemic Research:

- Opening the Vaccine Development Centre, a containment level 3 capable biomanufacturing facility for human and animal vaccines, that meets good manufacturing practice requirements—one of only a few in the world.
- Adding containment level 4 capacity, which will allow VIDO to work with any pathogen.
- Building a new animal facility capable of housing a wider range of animals, which will expand our preclinical research and development capacity.
- Attracting new talent to expand our expertise and providing training opportunities to develop the next generation of scientists.

VIDO's Vision:

Healthy People, Healthy Animals

VIDO's Mission:

To Protect the World from Infectious Diseases



VIDO's Core Values:

Excellence: We bring relentless passion for progress and meaningful impact every day, as we strive to be known as global thought leaders and innovators.

Commitment: We are purpose driven, committed to being the best we can be, constantly working to improve ourselves, to cultivate our knowledge and attitudes and to achieve positive change.

Respect: We strive for inclusivity and exhibit deferential regard for all manners of diversity and value the talents and beliefs of our clients, partners, and colleagues.

Team: We understand that success lies in our ability to trust each other, behaving with integrity through constructive collaboration, we support one other in the achievement of a common vision.

Accountability: We proactively focus on solutions and results by engaging others in decisions and plans that involve them, and collectively commit to those decisions.

The Role: Director, Business Development

Is VIDO where YOU belong? This is an exciting opportunity for you to join a proven and successful organization poised for continued growth and excellence. The question is, do you have the desire, ability, and talent to help take this organization to the next level? If so, you will be able to demonstrate a history and a proven track record of successful business development leading a world renowned, growing, global business. You are innovative and driven to personal and team success, while also understanding the importance of aligning and collaborating with your peers and other organizations in the broader international ecosystem. You have strong business acumen, understand the ecosystem, manage expectations, effectively articulate corporate resources, to enhance the financial performance of this organization. You are a collaborator, able to attract and develop customer relationships to promote a facility that is already engaged with over 200 organizations around the world. You are genuinely interested in making a difference in the world. Your ability to communicate effectively is a given, demonstrated through clear and concise language and thought, both spoken and written. You are direct while also being respectful and courteous in your delivery. You have a global network, and you enjoy building new and existing client relationships to further grow the business. You are confident leading and



BACTERIAL VACCINE DEVELOPMENT



VIRAL VACCINE DEVELOPMENT



VACCINE FORMULATION AND DELIVERY



CLINICAL RESEARCH AND ANIMAL CARE

making key decisions in a fast paced, everchanging, energizing business environment. You gladly understand and accept your accountability to the company's stakeholders and the public.

The Director, Business Development (BD) is responsible for establishing a robust business model and build global strategic partnerships to secure long-term value creation for all stakeholders. This includes:

- Manage and oversee the creation of corporate BD strategies to increase sales on VIDO's contract research and manufacturing.
- Provide ongoing leadership for BD strategy and development within the organization, be a key driver for all BD initiatives.
- Liaise regularly with leaders in animal and human health industry to keep abreast of current market and competitor trends and conditions, as well as new developments within the industry to help define VIDO's research strategy.
- Establish and cultivate partnerships with companies in human and animal health sector with a goal to out-license VIDO technologies to companies for commercial development.
- Establish and maintain strong professional relationships with client organizations and their key management personnel to continue to enhance the global reputation of VIDO.
- Develop, advocate, and implement a robust business development plan including growth targets, segments, geographic markets, products and services, timelines, and locations.
- Identify and develop new opportunities in international markets and clients, as well as generate new business from existing clients.
- Gather competitive market/sector and customer analysis.
- Set and monitor performance objectives for all BD activities. Analyze and evaluate collected data and modify plans, adjusting forecasts accordingly. Prepare and submit reports to the executive team regularly and as requested.
- Continue to move VIDO forward with steady, sustained, and dependable growth.



The Person

- Ten plus years of progressively responsible experience in Business Development, of which a minimum of five years is in senior role.
- Completion of a relevant Bachelor's or Master's degree, ideally in commerce or a human or animal health industry or an equivalent combination of accreditation, education, ongoing professional development and leadership experience.
- Corporate experience and familiarity with vaccine development would be an asset.
- Demonstrated experience helping drive growth in a company.
- Understanding in human/animal health, vaccine development and manufacturing.
- Demonstrated strong business development experience in the human or animal health industry.
- Experience with licensing technologies.
- Excellent communication skills.

Competency Profile

Entrepreneurial – Ability to seek out and recognize business opportunities and remain current on business developments within the industry. Ability to develop and maintain mutually beneficial relationships with clients and other stakeholders.

Leadership Skills – Ability to provide clear direction to the team, set high performance standards, create climate of accountability and demonstrate highest levels of integrity in all relationships and dealings. Makes decisions and takes action with the broader organization in mind.

Problem Solving and Decision Making – Ability to take decisive action when required to or under conditions of uncertainty. An unwavering customer service focus.

Business Acumen – Understand the business; details and big picture. Excellent negotiation skills. Adopts a mindful, reflective approach to coaching and mentoring, and encourages direct reports to mindfully examine their own performance and employee experience.

Express Your Enthusiasm

Email a convincing cover letter and tailored resume (PDF or Word document only) to **John Dugdale** or **Shalini Bhatt**y at calgary@leadersinternational.com indicating the job title in the subject line of the email.

Leaders International Executive Search
www.leadersinternational.com