

**DIRECTOR OF BUSINESS DEVELOPMENT
(Biopharmaceutical)**

THE COMPANY

Our client is an early-stage, research-based biopharmaceutical company that has developed both patented and proprietary biomaterials that have the unique ability to gel when in contact with body fluids, thus allowing for entrapment and controlled release of bioactive molecules. These drug delivery polymers have proven to provide an enhanced means of delivering proteins and peptides.

Our client is a stand-alone subsidiary of a NASDAQ-listed corporation, currently with seven employees that is projected to increase to approximately 20 by mid-2003.

LOCATION

The Director of Business Development will be located at our client's headquarters in the Dallas, TX area. This new business is planning to be fully integrated to embrace research and development as well as marketing of multiple drug delivery materials.

COMPENSATION

This position will provide a base compensation arrangement in the \$80K+ range. Also provided is comprehensive employee benefit coverage as well as a relocation allowance responsive to the hired individual's major requirements. In addition, the Director of Business Development will qualify for stock option arrangements.

REPORTING RELATIONSHIP

This position will report directly to the President. Although this position will be an "individual contributor" at the outset, supporting staff will be added over the next year.

POSITION & RESPONSIBILITIES

This newly established position will have broad ranging responsibility for all aspects of marketing for our client's bio-engineered pharmaceutical materials. Marketing will be directed at established pharmaceutical and bio-pharmaceutical companies, initially concentrated in North America.

The Director of Business Development will be engaged in formulating and implementing both short term and long term marketing plans for both existing as well as newly established polymer-based products which are principally intended for both entrapment and controlled-release of bioactive molecules.

Candidates should have understanding and experience in the principals of marketing of health care and/or pharmaceutical products, including multiple marketing, market research, account penetration, advertising and promotion, new product development and testing, as well as pricing strategies. Importantly, candidates should be experienced with proven and classical quantitative and qualitative marketing concepts effectively utilized in strategic health care marketing.

Candidates should possess a minimum of 5 years of relevant marketing management experience with health care brand(s), and capable of providing self-directed marketing of both existing and newly established materials. They should be capable of developing and implementing marketing, budgeting, and key sales strategies in mature, high penetration markets as well as new product/market environments.

Candidates must be astute in analyzing and interpreting market research data, establishing advertising and promotion programs, and new product development concepts. He/she should possess understanding and appreciation for financial, legal, manufacturing and distribution, research & development, regulatory and public affairs implications applicable to marketing management concepts.

The ideal candidate will be a self-starter, highly creative with energy and appreciation for and willingness to participate actively in all major aspects of a business enterprise. He/she should have flexibility of management style and be capable to act as a significant change agent. It is essential that candidates not be recognized as “ivory tower” in their management style, rather, an individual who can actively participate and direct all aspects of marketing, generating a high level of cooperativeness from internal support staff and close liaison with newly established clients and potential clients.

Candidates must be “hands on” who can present conceptual data convincingly as well as interacting effectively at the highest management level. Our client’s operating style requires that the Director of Business Development be a leading edge innovator in marketing new, commercially viable products as well as expansion of new product lines. The individual who will find our client to be an acceptable culture are those persons who have an ability to derive both personal and professional satisfaction from a creative, innovative and newly established business environment.

It is important that candidates have a technical appreciation for multiple category pharmaceutical products.

EDUCATION

A Bachelor’s degree is essential. A graduate degree in business, marketing or scientific academic concentration is desirable. Computer literacy is required.

