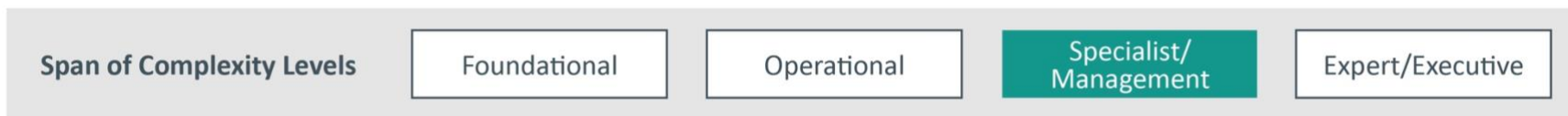


Business Development Manager

National Occupational Standard Summary

The level of complexity of the role is:



BUSINESS DEVELOPMENT MANAGER IN BIO-HEALTH COMPETENCY SUMMARY

Business Development Manager

National Occupational Standard Summary

Competencies	Complexity Level Required			
	1 Foundational	2 Operational	3 Specialist/ Manager	4 Expert/ Executive
Personal and Professional				
Verbal Communication				
Written Communication				
Teamwork/Collaboration				
Leadership				
Problem Solving				

Core competencies

Developing Commercial Relationships

Applies knowledge of relationship and trust dynamics to create and nurture strong and enduring relationships with commercial partners at each stage of the commercialization process.

Deal Management

Applies comprehensive knowledge of organizational objectives, business environment, and valuation techniques in order to select, develop, and close appropriate deal structure (JVs, licensing, M&A, etc.) that optimize the capacity and capability of the organization.

Cross-Functional Coordination

Applies leadership, functional expertise, and deep understanding of organizational goals and strategy to coordinate the effort of cross-functional, multi-disciplinary teams from different business functions (finance, scientific, legal, regulatory, manufacturing, and investor relations) in order to ensure effective and efficient business development outcomes.

Technical competencies

Business Development Management

Manages the individual and collective performance of the Business Development team in order to maximize the individual and collective output of BD representatives/practitioners and optimize the organization's business portfolio.

Business Development Manager

National Occupational Standard Summary

Strategic Planning

Applies their knowledge of organizational requirements and market conditions to collaborate with other business functions (marketing, product development, research, finance, investor relations, regulatory compliance, etc.) during the development of organizational strategic plans.

Market Research and Insights

Applies understanding of markets and customers to draw deep insights into future trends, and uses this information to develop marketing strategies and influence corporate behaviour in order to optimize organizational performance.

Financial Management

Applies business acumen and understanding of financial and accounting practices in order to develop and manage the departmental budget and ensure business development activities are compliant with the organization's financial management processes and standards.

Talent Acquisition

Takes a leadership role in establishing and implementing processes to recruit, hire, and onboard an effective business development team that will optimize organizational capability and performance.

Talent Development

Applies knowledge and experience in business development, relationship building practices, and human development tools and techniques to develop the technical skills of individual team members in order to optimize results.

Industry regulatory competencies

Legal and Contractual Requirements for Business Development

Applies an understanding of commercial law to establish appropriate processes for commercial contracts (and procurement requirements) that mitigate financial, legal, and regulatory risk for the organization.

Ethical Practices

Establishes and enforces ethical processes for the business development team in order to conduct their activities in compliance with all legal and regulatory requirements, as well as the corporate values and ethics code.

Personal and professional competencies

Verbal Communication

Applies effective verbal communication processes to present complex technical concepts in a clear and compelling manner that ensures understanding, appropriate action, and project success.

Written Communication

Applies effective writing skills to present complex technical subject matter in a clear and compelling manner that ensures understanding, appropriate action, and project success.

Teamwork/Collaboration

Applies sound teamwork processes to foster cooperation and collaboration across diverse internal and external stakeholder groups, enabling effective and efficient operations and creative and effective problem-solving.

Leadership

Exhibits personal accountability for team outcomes, and provides guidance and support to team members through encouragement and communication.

Problem Solving

Applies subject matter knowledge and uses effective problem-solving techniques to identify and quantify issues, understand their root cause, develop and analyze possible solutions, and select the most appropriate solution in order to resolve problems successfully.

USE NATIONAL OCCUPATIONAL STANDARDS TO:

- ✓ Build a job description
- ✓ Plan professional development
- ✓ Map career progression and succession planning
- ✓ Benchmark compensation

View the full National Occupational Standards at biotalent.ca/NOS

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