



## Business Development Manager

*Note: The use of the masculine gender includes the feminine and is employed solely to facilitate reading.*

Can you imagine a career that touches the lives of people everywhere? Can you imagine yourself working in a fast paced and dynamic workplace where rapid decision making, entrepreneurial initiatives, customer service and community become your new vision? A vision that drives our growth and success...if so, then Paladin is the place for you!

Paladin Labs Inc., headquartered in Montreal, Canada, is a specialty pharmaceutical company focused on acquiring or in-licensing innovative pharmaceutical products for the Canadian market. Paladin has a focused marketing and sales organization that has helped it evolve into one of Canada's leading specialty pharmaceutical companies. Paladin is an operating company of Endo International plc, a global specialty healthcare company focused on improving the lives of patients while creating value.

We are a dynamic and fast growing organization. Paladin is constantly looking for great people to contribute to our growing business. We believe in empowering our employees by giving them the freedom to raise new ideas and encourage decision making in an environment that fosters the growth and development of each individual. Paladin's culture is committed to building our business as well as our community, helping others, encouraging integrity and inspiring people to make a difference.

### **Position Summary**

The Business Development team at Paladin Labs is responsible for Paladin's growth engine by specifically sourcing (licensing and acquiring) novel biopharmaceutical products globally for the Canadian market, as well as leading merger and acquisitions transactions.

The Business Development Manager's responsibility is to assist the business development team by assuming broad responsibilities in several areas including: market research, forecasting, financial modeling, project management, international business development, international alliance management and strategic planning. This is a Montreal-based position.

The ideal candidate has strong analytical skills, is highly inquisitive and results oriented self-starter with a high desire for continuous learning. In addition, the candidate should have good excel skills, strong understanding/ interest in financial concepts, openness to draft legal contracts with great communication and organizational skills as well as an ability to adapt to changing priorities.

### **Specific Responsibilities**

1. Assist with new incoming product assessments including review of basic scientific literature, summary of current market dynamics including qualitative and quantitative market research, competitive landscape, market access (pricing/reimbursement) and intellectual property.
2. Proactively lead detailed strategic reviews of different therapeutic areas
3. Develop list of novel target product licensing/acquisition opportunities.
4. Proactively lead detailed strategic review of the Canadian pharmaceutical industry to recommend potential M&A targets.
5. Lead product and company valuations and the building of financial models.

## **Characteristics of a Good Candidate**

### **1. Analytical and Research Skills**

A successful candidate must have exceptional analytical and research skills with high-level attention to detail and commitment to accuracy, depth and objectivity. The candidate must demonstrate an ability to sort through complex data, gather relevant viewpoints, identify important issues and make well-reasoned and actionable recommendations based on the findings.

### **2. Leadership**

A successful candidate must be a self-starter and results-oriented with an ability to determine and initiate approach required to identify trends and draw appropriate conclusions. He must be able to demonstrate a proven ability to recognize opportunities, form a vision of what can be achieved and follow through to completion.

### **3. Communications**

The candidate must be highly effective in written and spoken communication.

### **4. Problem Solving / Flexibility**

A successful candidate must be skilled at creative problem solving and be flexible to work with a dynamic team in a changing environment.

### **5. People skills / Teamwork**

The candidate must possess well-refined interpersonal skills that will allow him/her to effectively function independently in a fast-paced, heavily people oriented, team environment.

## **Candidate Profile**

Experience, Training and Education

### **Required**

- MBA or masters in finance, accounting, engineering, or math.
- Experience in market research and/or marketing and/or data analysis and/or financial valuation and/or forecasting.
- Strong knowledge of Microsoft Office Suite (especially Excel and PowerPoint).

### **Asset**

- Experience in pharmaceutical industry.
- Bio/chemical science background.
- Experience in in/out – licensing.
- Experience in merger and acquisitions.
- Experience in negotiations.
- Knowledge of IQVIA.

*To apply, please send your resume: [hr@paladinlabs.com](mailto:hr@paladinlabs.com)  
Only selected candidates will be contacted.*