

# Business Development Manager

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## Company Profile

Founded in 2016, MiAlgae applies leading advances in science and technology to improve food security and reduce the impact of humanity on the planet.

The company aims to eliminate reliance on wild-caught fish as a source of Omega-3 by harnessing the potential of microalgae as a sustainable and rich alternative source. MiAlgae's zero-waste solution recycles co-products from food and drink production to grow Omega-3 rich micro-algae, returning clean water in the process.

We value diversity in our team and thinking and are an equal opportunity and family-friendly employer. We are open to considering a range of flexible working options and patterns with candidates.

## Opportunity

Reporting directly to the Commercial Director, the Business Development Manager for the Pet Food Market will be a key player in expanding MiAlgae's presence in the pet food industry. This role involves cultivating partnerships, developing a pipeline of sales opportunities, securing contracts, and driving growth by providing high-quality Omega-3 ingredients to pet food manufacturers.

The successful candidate will develop and execute the business development strategy for MiAlgae's pet food market, both locally and abroad.

This is a high-paced, dynamic role, in a scale-up which requires the successful candidate to be nimble and to take initiative, knowing when to make a decision and when to escalate will be a key skill.

## Duties

- **Strategic Growth:** Develop and execute a comprehensive business development strategy focused on selling Omega-3 ingredients to pet food manufacturers.
- **Partnership Building:** Identify and build relationships with key decision-makers in the pet food industry, including procurement managers and product development teams.
- **Market Insight:** Conduct thorough market research to identify emerging trends, customer needs, and potential market opportunities within the pet food sector.
- **Sales Execution:** Develop detailed business plans for expanding MiAlgae's presence in the pet food market, including market entry strategies, pricing models, and sales forecasts.
- **Performance Reporting:** Provide regular performance reports and insights to the Commercial Director and board of directors.
- **Cross-Functional Collaboration:** Work alongside various teams to ensure successful execution of business development activities.

## Qualities

As a young, early-stage company we are looking for driven individuals with a flexible approach to work, who are natural problem solvers and thrive in a dynamic scale-up environment.

The ideal candidate will embody:

**Integrity:** Always acting within the company's interests and promoting the ethics of the company with colleagues wherever possible.

**Commitment:** Set achievable and realistic targets within reasonable timescales and seeking support where required to meet deadlines.

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**Teamwork:** Treat your team equally and fairly with clear and achievable expectations.

**Innovate:** Encouraging openness and inclusiveness to stimulate ownership and accountability for innovation and growth of business.

**Leadership:** Lead by example, guiding and coaching to achieve the best from your peer group and reporting structure.

## Qualifications and Experience

- Proven experience in sales and/or business development roles within the pet food industry.
- A minimum of 7 years' experience in business development, sales, or a related role within the pet food industry with a track record of driving significant sales growth.
- Demonstrated success in establishing and maintaining B2B relationships with key clients.
- Strong understanding of market research methods and analysis.
- Ability to develop and execute effective business development strategies.
- Excellent communication and negotiation skills.
- Bachelor's degree in business administration, marketing, or a relevant field; MBA is advantageous.
- Previous experience in leadership or management roles is a plus.

## Details

**Employment Type:** Full-time.

**Salary range:** Competitive, based on experience.

**Location:** Mainly office based at Edinburgh

**Travel:** Up to 40% travel (domestic and international) as required by the needs of the business

## Culture

MiAlgae is a fast-growing, people-oriented scale-up that strives to deliver company-wide goals through an inclusive and collaborative team approach.

We are a friendly and positive team with a real sense of purpose and pull together to achieve our goals.

## Benefits

- 32 days holiday entitlement (including bank holidays).
- Additional annual leave per complete year of service – up to 5 additional days.
- Flexible working opportunities.
- Discretionary performance-based annual bonus programme.
- Excellent training – bespoke to you and your development needs.
- Cycle to work and electric car schemes.
- Holiday purchase scheme
- Free parking on site.
- Company contribution to gym membership.
- 5% company contribution to pension.
- Enhanced sick leave allowance.
- Recruitment referral scheme
- Social events, and more.

## Apply

Please provide your CV, cover letter, and references to [careers@mialgae.com](mailto:careers@mialgae.com)