

Commercial (Sales) Manager - Pet Food Market

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

Company Profile

Founded in 2016, MiAlgae leverages cutting-edge science and technology to tackle global food security and environmental challenges. Our breakthrough innovation lies in eliminating the need for wild-caught fish as a source of Omega 3, by harnessing microalgae, a sustainable and potent alternative.

Our **zero-waste production process** recycles co-products from the food and drink industry to grow Omega 3 rich microalgae, returning clean water in the process and supporting a truly circular economy.

We are proud to be a diverse, family-friendly and inclusive employer, committed to **equity and belonging** in everything we do. We welcome applications from all backgrounds and are open to discussing flexible working arrangements that suit both you and the role.

Opportunity

As part of our ambitious growth plans, we are seeking a **Commercial (Sales) Manager – Pet Food Market** to lead and expand our presence within this key vertical. You will play a pivotal part in **accelerating MiAlgae's market penetration and commercial success** by owning the full sales cycle, from strategy and lead generation to deal closure and account growth.

You will report to the Commercial Director and work closely with the leadership team to deliver against growth targets, shape commercial strategies, and build a strong, scalable customer base in the pet food sector, both in the UK and internationally.

This is an exciting opportunity if you are a proactive, results-oriented, relationship-focused professional who thrives in a **dynamic, purpose-led start-up environment**, and who is motivated by innovation, impact and growth.

Key Responsibilities

Sales Strategy and Execution

- Develop and implement a **commercial sales strategy** focused on high-growth opportunities within the global pet food market.
- Define and deliver agreed revenue and growth targets in line with MiAlgae's strategic objectives.
- Lead on **pipeline management** to secure long-term customer partnerships.

Customer & Market Development

- Build and manage relationships with key decision-makers, including buyers, procurement teams, technical leads, and R&D functions.
- Proactively identify, qualify, and convert **new sales opportunities** and partnerships, ensuring consistent pipeline progression.
- Understand client requirements and market trends to influence product positioning and marketing initiatives.

Commercial Planning & Reporting

- Prepare and present accurate sales forecasts, performance dashboards, and commercial reports to senior leadership.
- Provide **data-driven insights** on market dynamics, competitor analysis, and customer needs to inform strategic decisions.

Cross-Functional Collaboration

- Collaborate closely with operations, R&D, and marketing teams to ensure alignment on product delivery, brand messaging, and customer success.
- Act as the commercial voice of the customer, helping to shape the product roadmap and go-to-market strategies.

About You - Experience & Qualities

You're a strategic and proactive sales leader with a deep knowledge of the pet food industry and a proven track record in B2B commercial roles.

Essential Experience

- Approximately 5 or more years of progressive experience in sales, commercial management, or business development in the pet food ingredient sector (or from an adjacent ingredient sector).
- Proven success in achieving sales targets, managing key accounts, and leading commercial negotiations.
- Strong market knowledge and professional network within the pet food sector (ideally Europe and North America).
- Experience in crafting go-to-market strategies and scaling sales operations in a high-growth or start-up/scale-up environment.
- Proficiency in CRM and sales forecasting tools

Desirable

- Experience working in sustainability-focused businesses or circular economy models.
- Degree in Business, Marketing, Life Sciences, or related discipline (MBA or similar advantageous).

You'll Thrive In This Role If You Are:

- Commercially astute and highly results-oriented.
- An effective communicator and confident negotiator.
- Self-starting and adaptable with a proactive approach.
- Customer-focused with a problem-solving mindset.
- Collaborative and comfortable working cross-functionally in a growing team.

We encourage you to apply even if your experience doesn't perfectly align with every requirement. If you are passionate about our mission and believe you can excel in this role, we'd like to hear from you.

Details

Location: Edinburgh, UK. (Hybrid options available)

Reports to: Commercial Director

Employment Type: Full-time.

What We Offer

- **Competitive Compensation:** A market-aligned salary (DOE) with a discretionary annual performance bonus. We recognise and reward high performance, initiative, and business impact.
- **Holidays:** 32 days holiday per year (including bank holidays) to recharge and refresh, plus flexible working arrangements to support work-life balance. Additional annual leave per complete year of service – up to 5 additional days. Our holiday purchase scheme offers even more flexibility, allowing you to buy extra days when you need them.
- **Pension & Benefits:** 5% company pension contribution. We also offer a Cycle to Work and EC salary sacrifice schemes. Free on-site parking is available for all employees.
- **Wellness Perks:** 50% company contribution to gym membership to support your health and wellbeing. You'll also enjoy regular social events and team activities—because at MiAlgae, it's all about the folk and celebrating our successes together.
- **Growth & Development:** Join a high-growth, purpose-driven business where you can shape your own career path. We offer professional development support and opportunities to collaborate cross-functionally, helping you deliver results and make an impact.
- **Mission & Impact:** Be part of a pioneering biotech company delivering innovation with purpose - reducing reliance on wild-caught fish, supporting the circular economy, and driving a more sustainable pet food industry. Your work will directly contribute to creating a healthier planet.

Ready to Apply? If you're excited by the opportunity to help shape a more sustainable future while accelerating MiAlgae's growth in the global pet food market, we'd love to hear from you.

Applications without a cover letter may not receive full consideration.

How to apply

Send your CV, cover letter and references to:
careers@mialgae.com