FULLTIME & PERMANENT POSITION
Please send CV & cover letter to recruitment@galvmed.org
CLOSING DATE FOR APPLICATIONS: 10th July 2026

JOB DESCRIPTION

JOB TITLE & DEPARTMENT:

Business Development & Engagement Manager
Commercial Development and Impact

LOCATION:

Nairobi, Kenya

SALARY

8,800,000 KES per annum

REPORTING LINE & KEY INTERFACES:

Reports to: Head of Commercial Development and Impact
Key Interfaces: Research & Development Team, Country Managers (Nigeria, Kenya & Tanzania), Monitoring & Evaluation Team, Finance Team, External Affairs & Donor Engagement.

MAIN PURPOSE AND SCOPE OF THE JOB

We're looking for an experienced and commercially driven **Business Development & Engagement Manager (BDEM)** to lead the market development and commercial strategy for our ruminant anti-parasiticides portfolio across Sub-Saharan Africa.

This is a high-impact role for someone who thrives at the intersection of strategy and execution. You will build sustainable markets, develop strategic partnerships, and create scalable commercial models that improve access to high-quality animal health solutions for livestock producers across the region.

Working across multiple countries and with a diverse network of stakeholders, you'll turn portfolio strategy into commercially successful, country-level execution plans that deliver lasting value for farmers, partners, and the business.

You will lead the commercial development, market-shaping, and partner management strategy for our ruminant anti-parasiticide portfolio across Sub-Saharan Africa, with responsibility for:

- Driving sustainable private-sector engagement and long-term commercial partnerships.
- Designing scalable distribution models
- Improving farmer access to affordable, high-quality animal health products.
- Building commercially viable markets that support long-term portfolio growth.
- Translating portfolio and pipeline strategies into executable country business plans.
- Identifying new market opportunities and accelerating adoption of innovative animal health solutions.
- Managing strategic relationships across the animal health ecosystem to influence market development and maximise impact.

<u>Scope</u>

- Geographic scope: Tier 1 countries—Kenya, Tanzania, Nigeria, and Ethiopia—with a broader multi-country focus across Sub-Saharan Africa (SSA) depending on the portfolio.
- Product focus: Ruminant anti-parasiticides (Trypano, acaricides, endectocides, tick control solutions, diagnostic, identification.
- Stakeholder scope: Producer, Importers, distributors, agro-dealers, veterinary networks, government regulators, NGOs, donors, and regional bodies.

KEY ACTIVITIES

1. Strategic Commercial Development

- Develop market intelligence, sizing models, and financial forecasts for animal health products.
- Lead SSA commercial strategy (3–5 years), including portfolio development for antiparasitics, vaccines, diagnostics, and vector control tools.
- Prioritise countries and define product positioning across livestock production systems.
- Build investment cases and support pricing strategies balancing affordability and sustainability.

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2. Market Entry & Expansion

- Design phased country entry and go-to-market strategies.
- Assess regulatory pathways, market readiness, and launch timing aligned with disease cycles.
- Evaluate local manufacturing versus centralized supply options.

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3. Partner Identification & Management

- Identify and assess distributors and importers in priority markets.
- Evaluate partner capability (financial, regulatory, distribution reach, technical capacity).
- Negotiate agreements and establish KPIs and governance frameworks.
- Support partner capacity building and performance management.

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4. Route-to-Market & Demand Creation

- Design distribution models for pastoral, agro-pastoral, ranching, and dairy systems.
- Support farmer education, product adoption, and responsible use messaging.
- Strengthen last-mile delivery and explore financing solutions for affordability.

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5. Stakeholder Engagement & Market Shaping

- Engage regulators, veterinary authorities, and development partners.
- Represent GALVmed in technical forums and policy discussions.
- Support public–private partnerships and market development initiatives.

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6. Financial & Performance Management

- Develop commercial dashboards and 5-year operating plans.
- Track sales, adoption, and distributor performance.
- Support budgeting, forecasting, and portfolio reviews.
- Report performance updates to senior leadership.

Travel Requirements

- 40–60% travel across Sub-Saharan Africa.

QUALIFICATIONS / EXPERIENCE REQUIRED (IN ORDER TO SUCCESSFULLY CARRY OUT THE JOB ROLE)

- **Education:**
  - Vets' degree in Veterinary Medicine.
  - Master degree on Marketing and/or Business Development.
  - MBA or equivalent commercial qualification desirable.
- **Experience:**
  - 5 years in animal health, veterinary pharmaceuticals, or livestock input markets.
  - Experience working across multiple SSA markets.
  - Demonstrated success launching or expanding veterinary products.
  - Experience negotiating and managing distribution partnerships.
  - Proven ability to build financial models and commercial cases.
- **Skills:**
  - Proficiency in strategic implementation, budget management, and impact monitoring.
  - Strong relationship-building skills across a variety of stakeholders, including government entities and commercial partners.
  - Data-driven mindset with experience in impact assessment and reporting.
  - Strong analytical skills and ability to assess local context including political sensitivities, distil complex situations, determine implications for VITAL 2 and for GALVmed and communicate options and advice to wide range of actors.

Competencies

<u>Technical</u>

- Market sizing and financial modelling
- Business development and financial acumen
- Distribution network design
- Regulatory pathway understanding
- Partner due diligence and negotiation
- Competitive landscape analysis
- Commercial risk assessment
- Understanding of acaricide resistance dynamics (advantageous)

<u>Strategic</u>

- Strategic thinker with operational discipline
- Strong negotiation and influencing skills
- High level of autonomy and ownership
- Cultural intelligence across SSA markets
- Ability to balance impact objectives with commercial sustainability
- Comfortable operating in ambiguity and emerging markets
- Collaborative and cross-functional mindset