



**FULLTIME & PERMANENT POSITION**  
 Please send CV & cover letter to [recruitment@galvmed.org](mailto:recruitment@galvmed.org)  
**CLOSING DATE FOR APPLICATIONS: 26<sup>th</sup> June 2026**

JOB DESCRIPTION
<b>JOB TITLE &amp; DEPARTMENT:</b> <b>Business Development &amp; Engagement Manager</b> Commercial Development and Impact
<b>LOCATION:</b> Nairobi, Kenya
<b>SALARY</b> 8,800,000 KES per annum
<b>REPORTING LINE &amp; KEY INTERFACES:</b> <b>Reports to:</b> Head of Commercial Development and Impact <b>Key Interfaces:</b> Research & Development Team, Country Managers (Nigeria, Kenya & Tanzania), Monitoring & Evaluation Team, Finance Team, External Affairs & Donor Engagement.
<b>MAIN PURPOSE AND SCOPE OF THE JOB</b> To lead the commercial development, market shaping, and partner management strategy for ruminant anti-parasiticides across SSA, ensuring: <ul style="list-style-type: none"> <li>• Sustainable private-sector engagement</li> <li>• Scalable distribution models</li> <li>• Affordable farmer access</li> <li>• Long-term market viability</li> </ul> The BDM will translate pipeline and portfolio strategy into executable, country-level commercial plans.
<u>Scope</u> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Product focus: Ruminant anti-parasiticides (Trypano, acaricides, endectocides, tick control solutions, diagnostic, identification.</li> <li>• Stakeholder scope: Producer, Importers, distributors, agro-dealers, veterinary networks, government regulators, NGOs, donors, and regional bodies.</li> </ul>
KEY ACTIVITIES
<b>1. Strategic Commercial Development</b> <ul style="list-style-type: none"> <li>• Develop market potential models and intelligence.</li> <li>• Conduct detailed bottom-up market sizing and financial modelling.</li> <li>• Portfolio development as Tryps (Nagana), acaricides (ear tag and Ixo), tick vaccines and diagnostic in coordination with R&amp;D and potential partners.</li> <li>• Develop and implement a 3–5-year SSA commercial development strategy.</li> <li>• Lead structured country prioritization using weighted scoring frameworks.</li> <li>• Define product positioning and segmentation strategies by production system.</li> <li>• Build investment cases and commercial forecasts for internal governance.</li> <li>• Support pricing architecture balancing affordability and sustainability.</li> </ul>
<b>2. Country Market Entry &amp; Expansion</b> <ul style="list-style-type: none"> <li>• Develop phased country entry strategies (Wave 1, Wave 2, pipeline markets).</li> <li>• Map regulatory timelines and commercial readiness.</li> <li>• Design country-specific go-to-market roadmaps.</li> </ul>

- Align product launch timing with seasonal parasite pressure.
- Evaluate local manufacturing vs centralized supply options from a commercial standpoint.

### **3. Private Sector Partner Identification & Management**

- Identify and pre-qualify importers and distributors in priority countries.
- Conduct structured partner capability assessments:
  - Financial capacity
  - Regulatory competence
  - Rural coverage footprint
  - Technical sales capacity
  - Portfolio conflict risks
- Negotiate distribution agreements and performance expectations.
- Develop KPIs and governance structures for distributor management.
- Support capacity strengthening of local partners where needed.

### **4. Route-to-Market & Demand Creation**

- Design fit-for-purpose distribution models for:
  - Pastoralist systems
  - Agro-pastoral systems
  - Commercial ranch systems
  - Dairy Cattle
- Support demand generation campaigns and farmer education initiatives.
- Develop responsible use and resistance management messaging.
- Collaborate with partners to improve rural last-mile access.
- Identify financing mechanisms or credit models where affordability is a constraint.

### **5. Stakeholder Engagement & Market Shaping**

- Engage with national veterinary authorities and regulatory bodies.
- Coordinate with donor-funded livestock initiatives.
- Identify opportunities for public-private collaboration.
- Represent GALVmed in regional technical forums and industry platforms.
- Contribute to policy discussions related to parasite control and resistance management.

### **6. Financial Oversight & Performance Management**

- Develop and manage commercial performance dashboards.
- Develop 5 year LROPs (Long Range Operations Plan)
- Monitor revenue projections, penetration rates, and adoption trends.
- Track distributor performance and corrective action plans.
- Contribute to annual budgeting and portfolio reviews.
- Provide quarterly updates to the Head of Commercial Development.

### **7. 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

#### Technical

- 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)

#### Strategic

- 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