

Executive Business Partner

Are you a well-organized, scientifically minded professional who enjoys working across science, operations, and business? Do you enjoy turning plans into action and ensuring that strategic priorities become measurable results?

At Gubra, we are looking for an **Executive Business Partner** to serve as a trusted partner to our Chief Scientific Officer (CSO) and Research Leadership Team. This is a high-impact role for a scientifically grounded and execution-oriented professional who combines strong business acumen with a hands-on mindset and a proven ability to translate strategic priorities into coordinated action and measurable results. You excel at bringing structure, driving accountability, and enabling organizational performance.

As Executive Business Partner, you will play a central role in supporting the CSO and Research Leadership Team in driving key priorities and ensuring effective execution across the Research organization. Your responsibilities will span leadership processes, OKRs, business planning and budgeting, Board and management materials, communication, and performance follow-up. You will also take ownership of selected cross-functional initiatives and special projects, stepping in where structure, analysis, coordination, or hands-on execution is needed.

The role offers a unique opportunity to work closely with the CSO and Research Leadership Team, collaborate with key stakeholders across Gubra, and make a tangible impact on how we operate, execute, and deliver on our priorities.

Key Responsibilities

- Serve as a trusted business partner to the CSO and Discovery Leadership Team by providing structured analysis, practical recommendations, and hands-on execution support to enable informed decision-making and successful execution.
- Partner closely with the CSO to drive key priorities and ensure alignment across the Discovery Leadership Team.
- Monitor execution of strategic initiatives and roadmaps, track KPIs and key milestones, proactively identify risks, and drive follow-up to ensure delivery.
- Plan, facilitate, and follow up on Discovery Leadership Team meetings, including agenda planning, decision tracking, and ensuring agreed actions are completed.
- Ensure leadership decisions are translated into clear actions, owners, timelines, and communication points.
- Own the OKR process in the CSO organization, including planning cycles, progress tracking, reporting, and follow-up to support organizational focus and accountability.
- Coordinate annual planning, budgeting, forecasting, and resource planning processes for the Research organization in collaboration with Finance and department leaders.
- Lead and coordinate cross-functional initiatives and special projects, taking hands-on ownership from scoping and analysis through implementation and delivery, while ensuring effective stakeholder management.
- Prepare Board, Executive Leadership Team, and management presentations by translating complex scientific, operational, and business information into clear decision-making materials.
- Develop executive communications, organizational updates, and leadership presentations that support alignment, transparency, and engagement across the Scientific organization.
- Identify opportunities to improve business processes and operational excellence, taking ownership of practical solutions that enhance efficiency and organizational effectiveness.

Required Experience

We imagine that you bring a strong scientific foundation combined with business acumen, strategic perspective, structured execution, and excellent stakeholder management. Your experience may come from consulting, biotech, pharma, project management, business operations, business partnering, or a similar role where you have worked across scientific, strategic, and operational priorities.

- PhD, in life sciences, pharmacology, or related disciplines or equivalent scientific experience
- 3+ years of relevant experience in consulting, biotech, pharma or related industries.
- Strong analytical and problem-solving skills, with the ability to understand the bigger picture, structure complex topics, and translate them into clear recommendations and actionable plans.
- Excellent communication and presentation skills, with the ability to translate complex scientific and business information into clear, concise, and impactful materials.
- Strong project management and execution skills, with the ability to coordinate multiple priorities, drive follow-through, and create momentum.
- High proficiency in PowerPoint and Excel, with experience in reporting, performance tracking, and preparing high-quality management materials.
- Ability to take initiative, work independently, collaborate effectively, exercise sound judgment, and handle confidential information responsibly.
- Experience working with senior leaders and across functions in a fast-paced environment.

To succeed in this role

You are a scientifically grounded professional who combines strategic perspective with a hands-on, execution-oriented mindset. You see the bigger picture while being equally comfortable diving into the details needed to move things forward. You thrive on translating strategic priorities into action and creating structure, clarity, accountability, and progress.

You are comfortable navigating ambiguity, taking ownership of complex and varied assignments, and moving between high-level discussions and hands-on execution. You build trusted relationships, influence without formal authority, and know when to challenge, support, and follow through.

Most importantly, you are someone who gets things done. You combine curiosity, sound judgment, and business understanding with a pragmatic approach and are motivated by helping the CSO and Research Leadership Team turn priorities and decisions into tangible outcomes.

Contact and application

Please apply at our website using the "Apply" button. The deadline is October 27, 2026.

If you have questions regarding practical matters, you are welcome to contact HR Partner, Simone Sparholt at ssp@gubra.dk. Questions regarding role-specific details will be addressed during the interview.

We are looking forward to receiving your application.

About Gubra

Gubra is a disease-agnostic techbio company specialized in peptide-based drug discovery and development as well as preclinical contract research services striving for excellence at all levels. We insist on doing things efficiently – and often differently - to reach the results we aim for. Our vision is to become leaders in the path towards a more

sustainable and healthier world. We do that by facilitating the discovery of new medicine, and by acting and inspiring others to fight the ongoing climate and biodiversity crises. Gubra's activities are focused on the early stages of drug development and are organised in two main highly synergistic business areas: Biotech and CRO Services. We generate our revenue by performing research for life science companies as well as by partnering projects from our discovery and development pipeline.

Our therapeutic focus is within metabolic and fibrotic diseases, and we specialize in in vivo pharmacology, ex vivo assays, drug profiling, histology, stereology and whole brain and organ imaging. In addition, we offer a full palette of advanced transcriptomics. Our ML/AI-driven peptide drug discovery platform streaMLine enables us to rapidly develop a peptide hit into a non-clinical candidate ready for development. Through a constant focus on high quality, scientific excellence, speed, and solid teamwork we have established ourselves as a highly professional and competent partner in the market.

People are our greatest asset, and our team consists of around 300 employees of which many are located in Hørsholm, Denmark. The mix of people from different cultures and educational backgrounds combined with our entrepreneurial mindset have greatly impacted our working environment, which is characterized by entrepreneurial drive, scientific curiosity, and teamwork – we join forces!