

Director, Business Development

Join us in shaping the future of innovative biotech partnerships

At Gubra, we believe breakthrough science creates the greatest impact when paired with the right partnerships. As our discovery and development pipeline continues to grow, we are looking for an experienced BD profile with a passion for dealmaking, strategic partnerships, and creating value through collaboration.

As part of Business Development & Ventures, you will play a central role in advancing Gubra's growth agenda. You will lead complex partnering and licensing activities across our portfolio, working at the intersection of science, strategy, and commercial execution. From opportunity assessment and due diligence to negotiation and deal execution, you will help shape the partnerships that enable our innovations to reach their full potential. As part of Gubra, you will join a company that embraces automation, digitalization, scientific curiosity, and speed as important drivers of innovation. You will become part of a collaborative environment where skilled colleagues join forces across disciplines and business areas to create impact.

This position can be based in Hørsholm, Denmark, or Basel, Switzerland. We offer flexibility while maintaining close collaboration with colleagues across Business Development & Ventures and the broader organization.

Our approach to Business Development

Create value

You help maximize the value of Gubra's innovative pipeline by identifying, evaluating, and securing strategic partnerships. By integrating scientific, commercial, and financial perspectives, you translate complex opportunities into clear value-creating strategies.

Enable great deals

You lead structured transaction processes from opportunity assessment through execution. Through thoughtful planning, robust due diligence, and skilled negotiation, you help create mutually beneficial partnerships that support long-term success.

Join forces

You thrive in a collaborative environment where the best outcomes are created across disciplines. By bringing together experts from science, business, finance, and legal functions, you create alignment, build momentum, and ensure successful execution of complex transactions.

How you will create impact

- Lead or co-lead due diligence and transaction processes across in-licensing, out-licensing, and strategic partnership opportunities.
- Develop deal strategies and negotiate key commercial terms from term sheets through definitive agreements.
- Drive complex, cross-functional transaction processes and maintain momentum from opportunity evaluation to deal closure.
- Collaborate closely with Search & Evaluation colleagues to assess external assets and partnership opportunities against strategic priorities.
- Build and maintain strong relationships with biotech and pharmaceutical companies, investors, and industry stakeholders.

- Represent Gubra at international partnering conferences and business development events.
- Contribute directly to the continued growth of Gubra by securing partnerships that advance our pipeline and strategic ambitions.

Your opportunity

Success in this role is measured by the quality, impact, and value of the partnerships you help create. You enable informed investment and partnering decisions, successfully navigate complex transaction processes, and establish strong external relationships that support Gubra's long-term growth. Through strategic thinking, collaboration, and executional excellence, you help translate scientific innovation into meaningful business opportunities.

Your profile

You are energized by dealmaking, and relationship building and enjoy operating in the space where science and business come together. You combine strategic thinking with commercial acumen and have the ability to navigate complexity while maintaining focus on outcomes.

You build trust naturally and work effectively across functions, bringing people together around common objectives. You are proactive, resilient, and motivated by creating opportunities that drive growth and long-term value.

Your background

- Significant experience leading or co-leading licensing, partnering, M&A, or similar transactions within the biotechnology or pharmaceutical industry.
- Strong deal structuring, negotiation, and stakeholder management capabilities.
- Solid understanding of drug discovery, drug development, and the biotech partnering landscape.
- Demonstrated ability to synthesize scientific, commercial, legal, and financial perspectives into a coherent transaction strategy.
- Experience driving complex, multi-stakeholder processes from initiation through execution.
- Advanced degree in life sciences, business, or a related field. An MBA, PhD, or equivalent experience is considered an advantage.
- Experience establishing and maintaining relationships with external partners and industry stakeholders.

Contact and application

Please apply by uploading your motivated cover letter and resume through our website.

Applications will be evaluated on a rolling basis.

We look 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 320 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!