

Head of Procurement

Do you want to build Gubra's new Procurement function and shape how we work with suppliers and purchasing across the organisation?

The opportunity

As Gubra has grown, so has the breadth and complexity of our purchasing needs and supplier landscape. Building on the expertise and supplier relationships already present across the organisation, we are establishing a dedicated Procurement function to improve visibility and efficiency, strengthen our agreements and take a more systematic approach to sustainability across purchasing decisions and supplier relationships.

The Procurement function will span the Gubra Group which has more than 300 employees. This includes Biotech, covering Drug Discovery and Drug Development, as well as Ventures, our CRO business, support functions and Gubra Green. Gubra works with a broad supplier base across laboratory consumables, animal facilities, external CROs, CDMOs and other specialist services, IT and digital services, professional services and other company-wide needs.

Reporting directly to the CFO, you will build and lead Gubra's new enterprise-wide Procurement function. As Head of Procurement, you will be accountable for establishing the function's operating model, priorities, processes, and performance. The role combines functional leadership with hands-on sourcing and commercial negotiations. You will translate company priorities into practical procurement plans, address resource and operational challenges, and build the team and capabilities as the function develops.

Your role

You will define a clear, cost-efficient and practical approach to Procurement, including the processes, responsibilities and decision-making principles that make purchasing simpler and more consistent.

Procurement will be built around the expertise and supplier relationships already present across Gubra. Business areas and support functions will continue to define their needs and lead the relevant scientific, technical, quality and other specialist assessments and specifications. You will provide functional leadership and sourcing expertise, lead commercial negotiations, establish strong supplier agreements, and create the spend visibility and clear principles that enable effective purchasing across the organisation. You will work particularly closely with Finance to connect purchasing and inventory levels with budgeting, forecasting, and financial processes. You will also partner with Legal, Quality, and ESG to align priorities, resolve complex issues, and ensure effective implementation across function.

How you will create impact

- Establish and implement Gubra's Procurement strategy, operating model, policies, and processes, with clear principles for Procurement involvement and decision making.
- Take accountability for the performance and results of the Procurement function, balancing cost, risk, service, quality, and sustainability
- Build transparency across spend, inventory levels, suppliers, and agreements to identify sourcing priorities and commercial opportunities.
- Lead sourcing and negotiations across company-wide and business-specific categories, working closely with existing purchasing stakeholders to develop agreements and frameworks that support the business.
- Define the requirements and processes for a digital procurement solution in collaboration with Operational Excellence and IT.

- Integrate sustainability and responsible business practices into procurement by embedding ESG, supplier due diligence, information security, and data protection requirements into supplier selection, assessment, performance and contract management,
- Establish KPIs that demonstrate Procurement's contribution across cost, risk, service, quality, and sustainability.

Your profile

We are looking for an experienced Procurement professional with broad commercial judgement and the ability to build and manage a function in a growing organisation.

We expect that you bring

- A strong track record within Procurement, strategic sourcing, or category management, including experience developing Procurement function, department, or operating model.
- Strong negotiation skills, solid commercial contract understanding, and experience managing important supplier relationships.
- An analytical approach and experience using spend, inventory, and supplier data to set priorities and build business cases, and make resource decisions.
- Experience in implementing ESG and responsible business practices into procurement processes and supplier management. The ability to create alignment across professional disciplines, influence stakeholders, introduce new ways of working, and build and lead a team as the function develops.
- Strong judgement and the ability to make decisions within agreed policies, business plans, and governance frameworks.
- Experience building or scaling a new function in a growing organisation.
- It is an advantage if you also bring:
 - A background in biotech, pharmaceuticals, life sciences or another regulated or research-intensive environment.
 - Knowledge of IT and digital services procurement, including software licensing, subscriptions, and renewal governance.
 - Experience with digital procurement solutions and the ability to translate procurement needs into clear process and system requirements.

Personal qualities

- Comfortable moving between functional priorities and detailed execution.
- Pragmatic and able to adapt solutions to the organisation's needs.
- Collaborative while confident in challenging existing ways of working.
- A clear communicator who takes ownership and follows through.

Contact and application

Please apply no later than **September 30, 2026**, by uploading your motivated cover letter and resume on our website. Applications will be evaluated on a rolling basis.

If you have questions regarding practical matters, you are welcome to contact HR.

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!