

National Accounts and Business Development Director

This position is a dual role position, responsible for both national accounts and business development. Davis, California is the preferred location for this position.

The National Account Manager is responsible for building and maintaining successful relationships with National and regional distributor accounts. Develops and implements both strategic business plans which will meet goals of expanding MBI's business with these key accounts. The National Accounts Manager works closely within the sales and support teams for the achievement of revenue goals, and long-term account goals in line with the company's strategic direction.

Also, responsibilities will include business development activities including coordinating, administering and maintaining a portfolio of in-licensed opportunities, keeping them on track, and negotiating terms after input from the senior leadership team and legal.

ACCOUNT MANAGEMENT - RESPONSIBILITIES AND DUTIES:

- Develops strategic relationships with assigned accounts resulting in increased sales and market share.
- Meet or exceed revenue goals set by the company on a quarterly and annual basis.
- Develop a monthly forecast of sales volume by account.
- Monitor sales versus forecast and channel inventory on a monthly basis.
- Ensure complete alignment of distributor plans with the local MBI Territory Account Managers.
- Support VP of Sales by supervising activities of Territory Account Managers and other sales reps involved in local account management.
- Provide feedback and input to the VP of Sales to develop program and pricing recommendations to the marketing team.
- Position programs and rebates with distributors to effectively grow volume and share with Marrone products.
- Develop strong internal working relationships with key MBI colleagues in Sales, Marketing, Product Development, Customer Service, R&D and key administrative personnel.
- Manage expense budget.
- Manage the account management process via a CRM system.
- Participate/speak/display at key industry meetings.

BUSINESS DEVELOPMENT - RESPONSIBILITIES AND DUTIES:

The **Business Development Director** is the primary Lead for MBI's Business Development initiatives and is responsible for initiating, shepherding, and negotiating access to in-licensed technology and also out-licensing the company's products, pipeline candidates and technology to distributors, multinationals and international partners. The Business Development Director will lead agreed upon in- or out-licensing projects from initiation through the structuring, negotiation and documentation process to final conclusion. This will be done with frequent communication with the senior team, which includes at various times the CEO, President/CFO, CTO, General Counsel and others from Sales and Marketing as needed.

Strategic Projects:

From time to time there may be projects that require additional support for furthering MBI's business objectives.

Community/Industry Outreach:

As appropriate the Business Development Manager may represent the interests of MBI in the local/regional/business community and present at industry meetings.

Responsibilities:

- Lead business development initiatives that are consistent with the company's overall strategy including technology/product in-licensing and MBI's technology/product out-licensing. Out-licensing can include turf, seed treatments, in-furrow and other row crop applications, fertilizer combinations, animal health and others. In-licensing includes various new product bio stimulant and bio pesticide opportunities at early and late stages.
- Work with senior management on contract negotiations and work with legal counsel as required.
- Work with patent attorney if there are IP issues in deal structuring
- Negotiate terms with partners after consultation and agreement with senior management
- Utilize and consult functional and technical people resources within MBI as appropriate (e.g. R&D, finance, marketing)
- Timely follow-up and pushing forward projects and deals with partners
- Provide weekly report and dashboard of deal flow (in and out) to the senior leadership Team

Requires an individual with a science and business/business development background to work with senior management to meet the business goals for in and out-licensing activities. This executive will need to actively function in a cooperative manner with strong teamwork and interpersonal skills and also exhibiting strong leadership, negotiation, organization and communication skills as well as having excellent analytical, writing and presentation skills.

- A minimum of 8 years of account management experience with key large distributor accounts.
- A minimum of 8 years of business development experience doing deals with agrichemical, bio pesticide, and distributor companies.
- Bio pesticide experience is preferred but not required.
- Good computer skills, including solid working knowledge of Microsoft Office Suite.
- Must be in possession of a valid driver's license.
- The successful candidate must reside and be able to legally work in the US.

ESSENTIAL MENTAL AND PHYSICAL FUNCTIONS:

Physical Working Requirements:

Ability to sit at a desk for extended periods. Utilizing extensive use of computer, keyboard, mouse and monitor.

Ability to drive a vehicle for extended period of times to different locations.

Ability to lift at least 40 pounds.

Work may also be required in a venue such as a hotel or other organization's meeting room, conference, or convention space with the possible inclusion of weekends.

Ability to walk in and around agricultural production sites to evaluate pest populations and crop conditions in all weather conditions.

Overnight travel to annual meetings/conferences (up to 7 consecutive days) required; overnight travel to other meetings (typically 1-5 consecutive days); inclusion of weekends may be involved.

Mental Requirements:

Ability to work with frequent interruptions and changes in workload priorities, ability to prioritize tasks, ability to maintain strict confidentiality.

Travel:

Ability to travel routinely domestically 25% - 50% of the time via car or by air.

The individual should appreciate our entrepreneurial, fast-paced, agile, and dynamic work setting. He/she should be enthusiastic and energetic, goal-driven, and highly motivated to complete tasks in a timely, efficient manner. The candidate should also thrive in a strong team environment, be a self-starter and comfortable speaking up in company meetings. An individual who is positive, interactive, resourceful and creative in problem solving by thinking "out of the box" will be highly valued in this role. Finally, this individual, must be a strong believer in the future of biologicals for pest management and plant health.

COMPENSATION:

The salary range is competitive. MBI offers a comprehensive benefits package including stock options, a 401(k) plan with employer match, and a health plan including medical and dental coverage, life insurance coverage, long term disability, and a flexible spending account for dependent care and/or medical expenses.

The above is a list of essential duties and responsibilities for this position. This list is not all-inclusive. This job description may be modified as needed.

MBI is an equal-opportunity employer. A pre-employment drug screen will be required.

CONTACT: Marrone Bio Innovations (MBI)

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