

JOB DESCRIPTION	
SPECIFIC JOB TITLE	Senior Business Development Manager
GENERIC ROLE	Business Development
LEVEL/GRADE	F
JOB FAMILY	Business Support
CONTRACT TYPE	1-year Fixed-Term Contract
HOURS	Full Time
REPORTS TO	Nicole Sadd
DEPARTMENT	Knowledge Exchange and Commercialisation Team (KECT)
LOCATION	Rothamsted Campus
DATE	October 2026
OVERVIEW OF ROTHAMSTED ENTERPRISES	
The Senior Business Development Manager will lead the commercial growth and revenue generation activities of Rothamsted Campus, driving the sale and adoption of the Campus's scientific capabilities, specialist facilities, consultancy services, training programmes and innovation support offerings within the agriculture, Agri-tech, food, sustainability and wider innovation sectors. As a senior member of the Knowledge Exchange and Commercialisation Team (KECT), the postholder will develop and execute a commercial growth strategy that increases engagement with industry, strengthens external partnerships and generates sustainable income streams to support both the Campus ecosystem and the scientific research community. The role requires an experienced technical sales and business development professional with a proven track record of successfully selling complex scientific, technical or innovation-led products and services. The postholder will work closely with the CEO, researchers, innovation managers, knowledge exchange colleagues and customers to strengthen external relationships and deliver income The postholder will provide line management to a Business Development Executive or equivalent role responsible for the sale and occupancy of office and laboratory space, as well as meetings, events and conference facilities. About the Company Rothamsted Enterprises Limited (REL) was established in 2015 by its shareholders: The Lawes Agricultural Trust, Rothamsted Research and the Biotechnology and Biological Sciences Research Council (BBSRC). REL is a commercial organisation that generates income which is gifted back to its partners to support the world-leading science and research undertaken by Rothamsted Research. Rothamsted Enterprises manages a diverse commercial portfolio, including substantial office and laboratory space, a modern 300-seat conference centre, and a thriving Campus Café. Our mission is to enable Rothamsted to thrive as an internationally recognised Agri-systems research and innovation ecosystem for entrepreneurs, businesses, investors and researchers. And at Rothamsted Enterprises, we are committed to our values: • Innovation: We shape our future • Sustainability: We are aware of our impact • Enterprise: We drive excellence • Community: We empower connections • Communication: Communication is our foundation Teamwork: We are stronger together	

MAIN DUTIES OF ROLE			
Generic Outputs	Weighting	Description of Outputs	Description of Job Specific Duties
Commercial Growth		Business Development	• Develop and implement a commercial growth strategy aligned with the Campus stakeholders' income-generation targets. • Identify, qualify and secure new commercial opportunities across scientific services, technical capabilities, consultancy, contract research support, training and innovation programmes. • Lead business development across agriculture, Agri-tech, food systems, sustainability, biotechnology, environmental science and other potential sectors. • Build and manage a robust pipeline from lead generation through negotiation and contract completion. • Develop tailored commercial propositions that translate scientific expertise and technical capabilities into market-facing services and solutions. • Identify and implement new income streams, negotiate commercial agreements and ensure appropriate contractual arrangements are in place. • Deliver agreed revenue, growth and partnership targets.
External Relationships		Market Development and Client Relationship Management	• Establish and maintain strategic relationships with industry partners, corporates, SMEs, investors, public-sector organisations and innovation networks. • Act as a senior external ambassador for Rothamsted Campus at conferences, exhibitions, networking events and industry forums. • Identify emerging market trends, customer needs and growth opportunities to inform new commercial services. • Develop long-term partnerships supporting commercial objectives and wider knowledge exchange outcomes. • Ensure excellent customer relationship management throughout the client lifecycle.
Scientific Services		Scientific Capability, Consultancy and Training Sales	• Promote and sell access to scientific equipment, specialist facilities, technical expertise and consultancy services available across Rothamsted Campus. • Work with researchers and technical specialists to package expertise and capabilities into attractive, market-ready commercial offerings. • Ensure customers receive a clear value proposition and a high-quality experience when accessing Campus services and expertise.

Collaboration and Impact		Strategic Collaboration and Knowledge Exchange	• Work closely with the Innovation Manager, Knowledge Exchange team and scientific leaders to identify opportunities for collaboration, partnership development and commercial impact. • Ensure external engagement contributes positively to the wider research and innovation ecosystem and delivers a return on investment. • Facilitate mutually beneficial connections between external organisations, researchers and Campus-based companies. • Support innovation, enterprise and knowledge exchange objectives across the Campus. • Develop strategic partnerships that increase the visibility, reputation and impact of Rothamsted Campus.
Leadership and Resources		Time and Resource Management	• Provide leadership, coaching and performance management to the Business Development Coordinator responsible for office and laboratory space sales, meetings and events. • Set objectives, monitor performance and support professional development. • Foster a commercially focused, customer-centric culture across business development activities. • Work collaboratively across KECT and wider Campus teams to deliver shared objectives.
Performance		Reporting, Performance Management and KPIs	• Monitor, analyse and report on business development activity, sales performance, pipeline management and commercial outcomes. • Develop and maintain CRM systems, forecasting tools and management reports. • Track key performance indicators and provide regular updates to senior leadership. • Work with Finance to ensure commercial activity is correctly costed, and regular price reviews are presented to clients. • Contribute to business planning, budgeting and strategic reviews. • KPIs: growth in commercial revenue from scientific services, consultancy and training; number and value of new commercial partnerships; increased utilisation and occupancy of Campus capabilities and facilities; expansion of industry engagement and the customer base; positive knowledge exchange and innovation outcomes; and achievement of occupancy and commercial targets through effective team leadership.

* Minimum requirements of the post and how they will be assessed

** Evidence of criteria will be established from: **AF** (application form), **IV** (interview), **Test** (skills test/prepared question/presentation), **Cert** (certificated checked by interview panel)

EDUCATION/QUALIFICATIONS		Essential	Desirable	How Tested? **
1.	5 + GCSE level of Equivalent	x		Application
2.	A Levels or Equivalent		x	Application
EXPERIENCE/KNOWLEDGE/SKILLS		Essential	Desirable	How Tested? **
Significant experience in business development, commercial growth or technical science sales roles.		✓		AF/IV
Proven track record of generating revenue and securing commercial partnerships in scientific, technical, innovation or knowledge-intensive sectors.		✓		AF/IV
Experience of selling complex services, scientific capabilities, consultancy or technical solutions.		✓		AF/IV
Demonstrable success in managing strategic client relationships and delivering measurable commercial outcomes.		✓		AF/IV
Experience of negotiating commercial agreements and managing high-value opportunities.		✓		AF/IV
Strong understanding of the agriculture, Agri-tech, life sciences, biotechnology, sustainability or innovation sectors		✓		AF/IV
Exceptional business development and relationship management skills.		✓		AF/IV
Ability to engage credibly with scientific, technical and commercial stakeholders.		✓		AF/IV
Strong commercial acumen and strategic thinking capability.		✓		AF/IV
Excellent communication, influencing and negotiation skills.		✓		AF/IV
Ability to translate complex scientific capabilities into compelling customer propositions.		✓		AF/IV
Strong networking and partnership development abilities.		✓		AF/IV
Self-motivated, proactive and results-oriented approach.		✓		AF/IV
Experience working within a research institute, science park, innovation campus, university or knowledge exchange environment.			✓	AF/IV
Knowledge of research commercialisation, innovation ecosystems and technology transfer.			✓	AF/IV
Existing network of contacts across agriculture, Agri-tech, food, life sciences or environmental sectors.			✓	AF/IV
Experience using CRM systems and business development analytics tools.			✓	AF/IV

GENUINE OCCUPATIONAL REQUIREMENTS		Essential	Desirable	How Tested? *
1.	A full, valid and clean driving licence	✓		AF/IV
2.	Ability to work 5 days over 7 which includes weekends, bank holidays and evenings.	✓		AF/IV

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REL Values

Value	Expected Behaviours
Innovation <u>REL Value: We shape our future</u> <i>We actively seek, test, and implement new ideas, technologies, and ways of working that improve efficiency, performance, and long-term impact.</i>	• Allocates time and resources to innovation, improvement, and experimentation within their role. • Proactively identifies inefficiencies and suggests practical improvements. • Encourages and listens to new ideas from colleagues at all levels. • Actively adopts and supports new technologies and systems. • Participates in continuous improvement initiatives and pilots.
Sustainability <u>REL Value: We are aware of our impact</u> <i>We take responsibility for our environmental, social, and economic impact by making sustainable choices in how we work, operate, and lead.</i>	• Considers environmental impact when making decisions and planning activities. • Supports and contributes to sustainable practices and eco-friendly innovations. • Actively reduces energy use, waste, and unnecessary consumption. • Uses resources efficiently and responsibly. • Demonstrates personal accountability for sustainable behaviour at work.
Enterprise <u>REL Value: We drive excellence</u> <i>We deliver high-quality services, maintain strong assets, and pursue opportunities that ensure long-term financial and operational sustainability.</i>	• Understands and supports the purpose and identity of their service area. • Delivers services that meet the needs of diverse users and stakeholders. • Demonstrates commercial awareness and cost-conscious decision-making. • Takes responsibility for maintaining and improving assets and facilities. • Positively engages with new business opportunities and challenges.
Community <u>REL Value: We empower connections</u>	• Actively contributes to local, national, and international community engagement. • Builds collaborative relationships across teams, partners, and industries. • Supports the attraction and retention of tenants aligned with the Campus ecosystem.

<i>We build meaningful relationships that strengthen our communities, partnerships, and Campus ecosystem.</i>	• Contributes to a vibrant, welcoming, and inclusive environment. • Maintains positive, professional relationships with stakeholders and shareholders.
Communication <u>REL Value: Communication is our foundation</u> <i>We communicate openly, respectfully, and clearly to build trust, alignment, and shared understanding.</i>	• Communicates information clearly, accurately, and in a timely manner. • Practices discretion and confidentiality when required. • Recognises and celebrates individual and team achievements. • Engages in meaningful, two-way conversations and actively listens. • Maintains professional communication across all departments and levels.
Teamwork <u>REL Value: We are stronger together</u> <i>We collaborate respectfully, support each other's development, and take shared responsibility for success.</i>	• Works towards clear goals and takes ownership of personal performance. • Collaborates effectively within diverse, multi-skilled teams. • Demonstrates respect, integrity, and calmness, even under pressure. • Seeks learning opportunities and applies feedback to improve performance. • Celebrates success and reflects on lessons learned as a team.