



# General Manager & Site Lead

## Who are we?

Medix Biochemica Group is a global and market-leading supplier to the in vitro diagnostics industry. Our Mission is to Enable IVD Customers to deliver results to billions of patients. By working in partnership with Medix Biochemica, customers can reduce their time to market, create efficiencies and build quality into their tests. We do this by relying on our deep scientific know-how, by having the broadest and most relevant raw material portfolio, and by relentlessly focusing on Quality.

Our innovative approach delivers commercially successful antibodies with pioneering antibody technology. Our wide product portfolio of bioreagents is well-known under the brand names MedixMAB™ Antibodies and MedixAntigens™. MedixMAB antibodies are in use in billions of diagnostic tests all around the world to ensure accurate diagnostic results.

The 2019 acquisition of Lee BioSolutions cemented our position as a global leader, and extended our offering to include high quality antigens, proteins and enzymes for a wide range of life science research and diagnostic applications through novel extraction methodologies and classical chromatography techniques. In 2020 we expanded yet again through the acquisition of East Coast Bio, broadening our portfolio to include expertise in Drugs of Abuse and veterinary diagnostic raw materials.

Since July 2021, Medix Biochemica has acquired Diaclone, a French company specialised in antibodies development since 35 years.

Our evolution and our focus on quality underpin our ambitions. Further innovation and development of our pipeline is planned along with acquisition of complementary business will ensure we deliver on our Vision: to be the first-choice raw material partner for the IVD industry.

## Where do we operate?

With a proudly Finnish background, our footprint is increasingly international. Medix Biochemica's products are used globally in over 70 countries with 90% of our sales coming from global markets. Headquartered in Espoo, Finland, we employ over 190 professionals across the world, with R&D and manufacturing Centres of Excellence at five sites in Finland, US & China. We have a direct Commercial presence to serve our customers in Europe, US and China, and we ensure our global reach through distributor and channel partners in RoW.

## What is important to us?

Our Values reflect our relentless focus on quality, and our desire to deliver an excellent customer experience.

## Our Values



### We Care

We put the **customer first**, we care for the **people** and the **world around us**.



### We Dare

We are **ambitious** and **innovative**; we take risks and **dare to win** with our customers.



### We Deliver

We **commit** to our customers and **keep our promises**.

This role is directly linked to our values 'We Dare' and 'We Deliver'. Medix Biochemica wants to continue to grow and to be increasingly relevant for our customers, and to drive Innovation and tailored solutions for customers.

### Diaclone

Develops monoclonal antibodies, by hybridoma or phage display technologies, ELISA and ELISpot kits and proposes a large range of custom services like bioassays or affinity evaluation.

Title	General Manager & Site Lead
Reports to	Vice President of Immunodiagnostic Reagents BU, Medix Biochemica Group.

The Site Lead will be responsible for the day-to-day development of the business, understanding customer needs and directing R&D resources and partnership to deliver customer collaborations. This person will be the focal point for the French-based employees in the local team.

There are currently 20 employees at the site, with all functions reporting to the Business Leader.

The sales team does not report directly to the local organization, but the role obviously includes close collaboration with Medix's commercial teams in different regions helping to drive sales to existing Medix accounts.

The local technical team is a combination of both R&D and manufacturing operations.

This is the most senior role on the site, and the ideal candidate will ensure visibility and seamless integration of the local business into Medix Biochemica. It is important to ensure two-way dialogue on new product and technology developments in Medix Biochemica. The Business Leader will ensure they own, drive and develop the success of the local team product portfolio within the Medix Biochemica Group.

### Key tasks and responsibilities

We are looking for someone who has drive, a self-starter who is responsible for local site leadership, can run the local business and integrate the team to Medix Biochemica Group.

This person should be a strategic leader, who:

- Drives and steers future development of product and service offering based on market demands and site's key competences
- Evaluates and develops production and operations within Medix Biochemica Group and with partners
- Is actively involved in the development of win-win collaborations and partnerships with customers including pharmaceutical industry, research groups and other relevant stakeholders
- Manages and owns local P&L achieving financial performance KPIs for the site
- Sets out pricing strategy to reflect value-based return for the portfolio

We are looking for an experienced entrepreneurial leader with strong scientific background, who preferably has excellent knowledge of diagnostics industry (knowledge of immunology, oncology and companion diagnostics would be an advantage).

This person will enjoy developing both the business and the people on site and will relish working and constructively collaborating with colleagues from various regions, business units and functions in a global, growth-oriented organization.

This person will also lead the integration of the Diaclone team to Medix Biochemica Group's culture and structure, ensuring the resources needed to grow the business are clearly identified, developing an annual budget for the business and delivering on targets agreed with the VP ImmunoDiagnostic Reagents

### Required experience

- The ideal candidate has sound business experience, and at minimum P&L responsibility experience.
- The person can be e.g. an experienced Global Portfolio or Product Lead managing large portfolio or a Business Development Manager.
- Understands product development and has demonstrated success in launching / building a differentiated portfolio
- Ability to create and develop partnerships with customers that lead to development projects and collaborations
- Experience from production and quality systems is an advantage
- Experienced people leader with change management experience
- Fluency in English and French language
- Ability to relocate or otherwise spend sufficient time at the site
- Experience of working in an international environment is a benefit

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