

## Sales Manager

JobID – SLM\_2025

Based in Barcelona

ZYMVOL® is a biotech company specialized in the design, development and application of molecular modeling software in the discovery and development of new industrial enzymes.

We are looking for an experienced and motivational sales leader for a position as Sales Manager, reporting directly to the Platform Business Director.

The position is based in Barcelona (ZYMVOL HeadQuarters).

### Working at ZYMVOL®

**Environment** – We are a young, international and very motivated team. You'll be working in a fast-growing company with great potential to advance personally and professionally.

**Attractive economic conditions** – This is a permanent position. Compensation will depend on qualification but we offer competitive conditions. Medical insurance is included. As per Spanish labour law, the contract includes a 6-month probation period.

**Equal opportunity employer** – All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs.

### Responsibilities

We're looking for a **Sales Manager** with a proven track record in leading B2B sales teams in complex, technical environments. The ideal candidate is a hands-on leader who can execute our

commercial strategy, drive revenue growth, and take ownership of the day-to-day performance and development of the sales team. Main responsibilities include, but are not limited to:

- **Team Leadership & Performance Management**
  - Conduct regular 1:1 meetings with each member of the sales team to provide coaching, support, and professional development.
  - Set individual activity and revenue targets and hold the team accountable for achieving them.
  - Foster a high-performance, collaborative sales culture focused on winning and delivering value to clients.
  - In the future, lead the recruitment, hiring, and onboarding process for new sales team members.
- **Sales Execution & Pipeline Management**
  - Lead the weekly sales meetings, including pipeline reviews and forecast calls, to ensure the team is focused, aligned, and on track.
  - Enforce disciplined use of the CRM (HubSpot), ensuring all data is accurate and up-to-date to maintain a reliable sales pipeline.
  - Actively monitor the sales pipeline to ensure sufficient coverage to meet targets and work with reps to advance opportunities.
- **Deal Strategy & Tactical Support**
  - Act as the primary resource for the sales team on deal-specific strategies, helping them navigate complex client negotiations and structure compelling proposals.
  - Join sales calls for key opportunities to provide expert support, add credibility, and help overcome objections.
  - Serve as the first point of escalation for any roadblocks the team encounters, whether commercial, technical, or internal.
- **Forecasting & Reporting**
  - Prepare and deliver regular, detailed reports on team performance and pipeline health to the Platform Business Director.

- Consolidate individual forecasts to create a reliable, bottom-up sales forecast for the business.

## Required qualifications

- **3+ years** of B2B sales experience, preferably in biotech, pharma, life sciences, or other complex scientific/technical industries.
- **2+ years** of direct people management experience, leading and developing a small sales team (2-5 people).
- Demonstrable experience **managing and closing high-value deals** (e.g., €150k+), involving multiple stakeholders.
- Proven ability to coach, mentor, and develop sales professionals.
- Deep, hands-on experience with a major CRM (e.g., HubSpot, Salesforce) and a strong belief in data-driven sales management.
- Formal training or practical experience in a structured sales methodology (e.g., Value Selling).
- **Languages:** Fluent in English and Spanish (written and spoken).
- Applicants must be eligible to live and work in the EU.

## Nice-to-Have

- Degree in a scientific field (e.g., Computational Biology, Biochemistry, Chemistry).
- Previous startup or scale-up experience.

## Application

To apply for this position, please send your CV along with a cover letter to [careers@zymvol.com](mailto:careers@zymvol.com).

Please include the job ID **SLM\_2025** in the subject.