



INTERNATIONAL AREA MANAGER / EXPORT BUSINESS DEVELOPER – M/F
Permanent contract

About Laboratoire X.O (LXO):

Founded in 2015, LXO is a fast-growing French pharmaceutical group with a global turnover of approximately €90 million.

Our success is driven by the strength of our brands, our international expansion, and a dynamic strategy of external acquisitions. As part of our team, you will join a human-scale company where you will quickly take on responsibilities and make a real impact.

In just eight years, we have risen to the top third of French pharmaceutical laboratories in terms of revenue. Our ambition? To triple our turnover within the next five years.

At LXO, we are also deeply committed to responsible pharmaceutical practices:

- We prioritize French and European production, with 85% of our manufacturing based in Europe and 60% in France.
- We hold key industry certifications, including GDP certification from ANSM, Medical Visit certification, and Ecocert certification.

Join us on this exciting journey!

Your Scope:

We are seeking a highly motivated and experienced International Area Manager / Export Business Developer to oversee and drive strategically and operationally a geographic area development. This individual will play a pivotal role in our international capability that will help us develop business. The role requires a previous exposition to international markets preferably abroad and strong leadership and negotiation skills with a knowhow of the pharmaceutical industry.

As part of our international development ambition, we rely on you to be proactive, agile, flexible and to possess an entrepreneurial mindset.

Your Skills:

Negotiation, and Relationship-building abilities: Strong negotiations and relationship-building skills that demonstrate the capacity to be P&L owner.

Excellent Communication : Ability to communicate clearly and effectively, both in writing and verbally, with clients, and internal teams. Fluent in French and English, proficiency in other European languages would be an asset.



Organizational Sense: Ability to effectively manage and prioritize multiple projects and tasks simultaneously.

Leadership : Excellent leadership and team management skills, with a track record of driving performance and achieving targets.

Analytical mindset : Ability to interpret data, identify opportunities, and make data-driven decisions. Appreciate data management and analysis.

Cultural knowhow : understanding of the territory culture.

Team spirit: Ability to adapt to each interlocutor, in a multicultural environment, in order to successfully carry out projects in cohesion.

Perseverance and ambition : ability to pursue ambitious targets that strive for performance and success.

Proven experience (5 years) in pharmaceutical business and marketing management preferably with international exposure.

Your Responsibilities:

Your are responsible of an international cluster of countries where you will :

Develop current business:

- Oversee the necessary activities (training, commercial excellence, marketing) to ensure continuous growth on the markets.
- Ensure budget's achievement both in turnover and EBITDA through efficient actions and forecasting with the other departments (Supply, Regulatory Affairs, Marketing...).
- Monitor the sales trends and expenses and take appropriate actions in case of deviation, compare regularly with the contract commitments.
- Define the winning strategy for his/her markets together with local partners and ensure that the business model and local capabilities are in place to gain market share.
- Monitor the competitive environment so that we can anticipate the necessary changes.
- Analyze market trends, competitor activities, and customer needs to drive strategic business decisions and identify new business opportunities.
- Develop a regional strategies to create value for the brands.
- Share internally all relevant information that impact or bring value to other departments.

**Identify and set-up new business :**

- Identify new partners or business models in existing or new countries that will bring value to our group.
- Assess these partners or business models so that you maximize your chances of success (capabilities, business potential, regulatory affairs, market access).
- Analyze and negotiate business plan and conduct the appropriate negotiation that will maximize our growth and value.
- Lead contract negotiations and involve relevant internal or external stakeholders.
- Coordinate all relevant actions so that the time to market is minimized and is in accordance with the planning.

Collaboration and Cross-Functional Coordination:

- Collaborate with internal departments such as sales, marketing, regulatory affairs, and supply chain to ensure seamless execution of tender processes and hospital-related activities.
- Work closely with relevant team to share best practices, leverage opportunities, and align strategies.

Compliance and Reporting:

- Ensure compliance with legal, regulatory, and ethical standards in all negotiations and business activities.
- Generate regular reports, analyzing key performance indicators, market trends, and the effectiveness of strategies, providing actionable insights to the leadership team.

Join our dynamic team and contribute to the growth and success of our pharmaceutical company by leading our hospital and tender management strategies in France while expanding our footprint across Europe. If you are passionate about healthcare, possess strong leadership skills, and thrive in a challenging yet rewarding environment, we encourage you to apply.

Please send your CV to the following email address: rhxo@laboratoirexo.fr