



Employee Job Description

Employee Name:

Hiring Manager: Jeremy Minarcik

Job Title: Business Development Representative

Department: Sales

About Vector Laboratories

Vector Laboratories is seeking a talented and highly motivated individual to join our growing team. As an organization known for its culture of service, reliable products and unmatched technical expertise, our employees are passionate about the impact and quality of their work. The opportunities we provide to work collaboratively and build trusting relationships in a team-oriented environment make Vector Laboratories an ideal place to learn, flourish and contribute to scientific advancement. We genuinely value diverse perspectives and ideas and strive to demonstrate how this approach results in success. With nearly 50 years of history, Vector Laboratories boasts an unparalleled reputation in protein labeling, detection, and conjugation. Our recent mergers and acquisitions have significantly expanded our portfolio, serving the biopharma industry, academia, life science tools, and diagnostics, providing comprehensive solutions to the life science industry. We are looking to take Vector Laboratories to new heights and hope you'll consider joining our globally impactful team!

Job Summary

We are seeking a Business Development Representative (BDR). The position plays a critical role in driving growth by identifying, engaging, and qualifying potential customers within the biotech and life sciences industry. This role involves building relationships with researchers, labs, and industry professionals to understand their needs and connect them with relevant products or services. The ideal candidate is passionate about science, motivated by results, and thrives in a dynamic, innovative environment.

This position reports to the Sr. Director, US Sales.

Competencies Identified for Success

Customer-Focused	Puts the customer first, understanding their needs and matching them to Vector's business capabilities; develops solutions that fit customer goals and objectives with a high sense of urgency.
Communication	Effective communicator in written and visual form, tailoring the communication style to the audience or stakeholders; communicates early with transparency, asks for help early, seeks feedback often, and recognizes the efforts of others.
Commercial	Strong prior sales experience selling life science tools into academia and industrial accounts; consultative selling with solutions based on identified customer needs; account management and B2B experience; initiative to hunt for new expansion business.
Collaboration	Builds strong relationships with customers and drives success through a collaborative approach, working cross-functionally internally and externally for the success of the business.

Technical

Familiarity with histology workflows (IHC, IF) with ability to have scientific technical discussions; analytically data-driven in understanding and utilizing systems and tools to advance sales opportunity activities through all phases of the sales funnel; understands KPIs and metrics that impact opportunity progression.

Responsibilities

Lead Generation and Market Research

- Identify potential customers including academic institutions, pharmaceutical companies, biotech firms, and research organizations.
- Conduct thorough market research to understand trends, customer needs, and emerging opportunities in the life sciences sector.
- Build and maintain a robust pipeline of prospects using CRM tools, industry databases, and digital platforms such as LinkedIn and PubMed.

Prospecting and Outreach

- Engage in proactive outreach through email, phone calls, and social media to generate interest in the company's products and services.
- Personalize communication to align with the unique needs and goals of researchers, labs, and other target audiences.

Lead Qualification and Discovery

- Conduct initial discovery calls to understand the scientific needs and challenges of prospects.
- Qualify leads by assessing their research focus, budgets, and potential for long-term collaboration.
- Schedule meetings or product demonstrations for the sales or technical teams.

Collaboration and Feedback

- Partner closely with sales, marketing, and product teams to ensure consistent messaging and alignment with market demands.
- Provide feedback to marketing on campaign effectiveness and industry trends.
- Share customer insights with product development teams to enhance offerings.

Pipeline and CRM Management

- Maintain accurate and detailed records of all prospect interactions, activities, and follow-ups in the CRM system.
- Track key performance metrics including outreach efforts, lead conversion rates, and revenue impact.

Industry Knowledge and Training

- Stay current with advancements in the biotech and life sciences industries including technologies, competitors, and regulations.
- Participate in regular training sessions to develop expertise in the company's products, scientific applications, and customer personas.
- Performs other duties as assigned.

Job Qualifications

- Bachelor's degree in Biology, Biochemistry, Molecular Biology, or a related life sciences field required; advanced degrees are a plus.
- 1–3 years of experience in business development, sales, or a customer-facing role in the biotech, pharmaceutical, or life sciences industry.
- Familiarity with lab processes, research workflows, and scientific products is highly desirable.
- Strong interpersonal and communication skills with the ability to engage scientific audiences.
- Proficiency with CRM tools (e.g., Salesforce) and outreach platforms.
- Self-motivated, goal-driven, and capable of managing multiple priorities in a fast-paced environment.

- Analytical mindset with the ability to translate technical concepts into customer solutions.

The anticipated salary range for this position is \$55,000–\$65,000. The salary offer will depend on multiple factors which may include the successful candidate's skills, experience, and other qualifications.