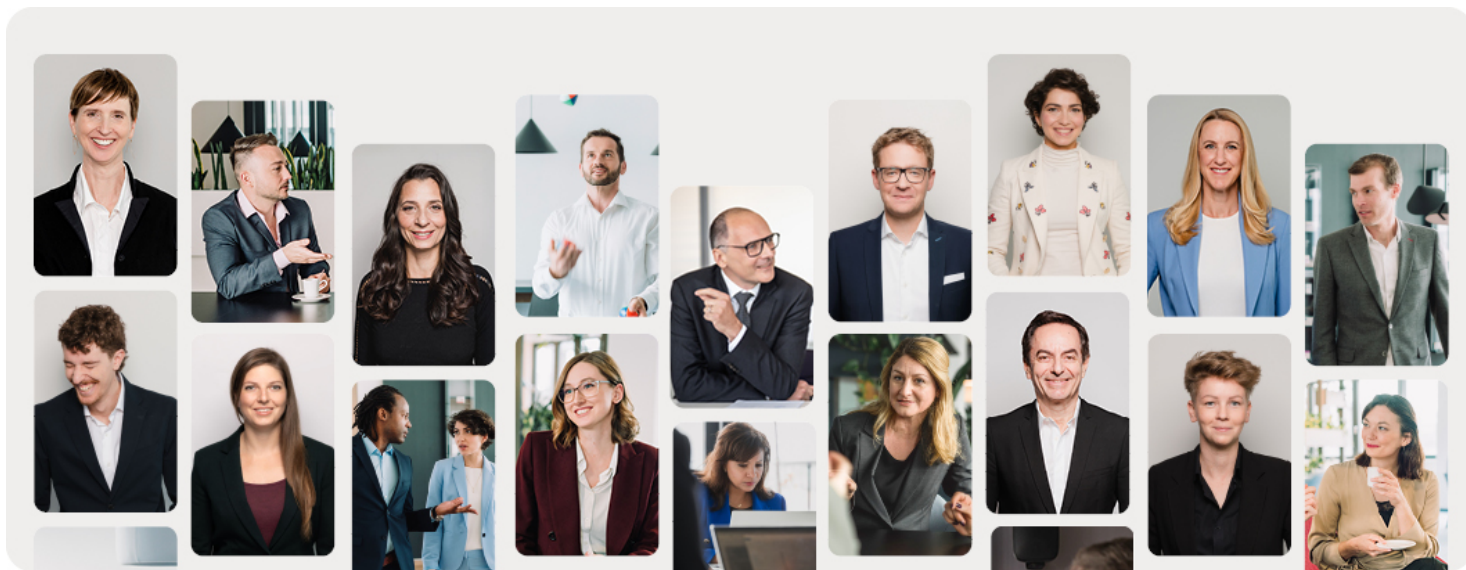


AOP Health is the European pioneer for integrated therapies for rare diseases and in critical care. To enhance our team in Vienna we are looking for a:

Principal Business Development -Search & Evaluation (f/m/d)

1190 Vienna | Full-time employee | Start: as of now |



We are seeking a Principal BD Search & Evaluation to lead the identification, assessment, and early engagement of external drug candidates and technologies that align with our R&D and business priorities. Acting as a key interface between internal teams and external partners, the Principal BD Search & Evaluation will ensure a steady pipeline of high-potential opportunities across multiple therapeutic areas.

What Your Day To Day Will Look Like













Search & Evaluation

- Lead proactive scouting and in-depth scientific and commercial assessment of external drug candidates, technologies, and platforms.
- Basic understanding of IP and implied limitations, review clinical data, and assess the strategic fit of opportunities.
- Collaborate with BD Project Leaders to build competitive overviews and conduct preliminary commercial evaluations.
- Maintain structured tracking and documentation of evaluated opportunities.

Cross-Functional Collaboration

- Serve as a central interface between internal teams and external innovation sources.
- Coordinate with stakeholders in R&D, Regulatory, Marketing, and Corporate Development to ensure alignment of search activities.
- Manage intake and triage of external proposals from global affiliates, senior management, and academic or industry partners.

Main Benefits

-  Bonus
-  Homeoffice
-  Company car
-  Employee mobile phone
-  Flexible working hours
-  Laptop
-  Initial and continuing education
-  Canteen
-  Good transport connection
-  Employee events
-  Company doctor
-  Parking spot

Competitive Intelligence

- Monitor scientific advances and market trends to identify strategic gaps and opportunities.
- Contribute to the development and continuous update of our external opportunity pipeline.
- Support due diligence through expert insights, landscape assessments, and KOL engagement.

Stakeholder Engagement

- Facilitate internal reviews with cross-functional experts and executive decision-makers.
- Represent the company at industry events, conferences, and initial partnering meetings.

Deal Leadership & Structuring

- Work with R&D Innovation and BD teams to prepare non-binding offers, early risk assessments, and deal structures.
- Support negotiation strategy, draft early-stage agreements, and help guide assets through pre-diligence to transaction execution.

Your Qualifications and Experience

- Degree in Life Sciences, Pharmaceutical Sciences, or a related field (PhD and/or MBA)
- Minimum 5 years of experience in Search & Evaluation, R&D, Business Development, or related functions in the pharma or biotech industry.
- Demonstrated expertise in scouting and evaluating assets across various development stages.
- Solid scientific understanding of one or more therapeutic areas: Oncology, Hematology, Rare Diseases, Respiratory, Cardiovascular/Metabolic.
- Proven track record of supporting or leading successful in-licensing or acquisition transactions (please include deal sheet, if applicable).
- Exceptional analytical, presentation, and communication skills.
- Experience with data analytics platforms and competitive intelligence tools used in pharma evaluation.

Our offer

- Transparent and forward-thinking corporate culture that values strategic input
- High level of autonomy within a collaborative and results-driven leadership team
- Modern working environment with good public transport connections (U4 - Heiligenstadt)
- Flexible working hours (flexitime/time-out days), home office, bonus scheme, company car, additional benefits and employee events
- Structured onboarding and support through a buddy system
- Gross annual salary provided for this function is a minimum of EUR 100.000.- based on full-time employment (38,5h/week). Any potential overpayment depends on professional experience and qualifications.

If you would like to work as a team player in an international environment and can identify with our values "Agile, Ambitious, Aligned, Accountable and Appreciative", then: Take this CHANCE!



Employee discount

Your Contact



Angelika Drabek

Manager Talent Acquisition

Further information on our website:

aop-health.com