Job Title:	Partnership Development Manager	Date posted:	Click here to enter a date.
Location:	Remote or Onsite	Position Type:	Full-Time

Job Description

Overview

At Emergent CRO, relationships come before sales.

We're looking for a relationship builder who thrives on earning trust, creating meaningful connections, and developing long-term partnerships within the medical device and diagnostics industry. This is not a transactional sales role. Success comes from cultivating relationships that may take months or even years to become opportunities.

As a trusted advisor and ambassador for Emergent CRO, you'll embody our brand, protect the quality and reputation of our work, and represent our values with integrity and professionalism. The ideal candidate is emotionally intelligent, naturally curious, and genuinely enjoys understanding people. They ask thoughtful questions, listen more than they speak, and build credibility through authenticity, not pressure.

Key Responsibilities

Network Development & Industry Engagement

- Identify, develop, and nurture relationships with prospective and emerging Sponsors in the medical device and diagnostics sectors.
- Proactively identify and pursue net-new relationships in segments of the medical device and diagnostics market, rather than relying solely on inbound or existing networks.
- Build and maintain a broad network of industry contacts, including Sponsors, consultants, investors, and strategic partners.
- Act as a trusted point of contact for clients, communicating Emergent's capabilities, differentiators, and transparent invoicing model.
- Represent Emergent CRO as a strategic and consultative partner in industry settings, not solely a service provider.
- Collaborate closely with Operations and Leadership to ensure seamless handoff and delivery alignment.
- Maintain and expand relationships with existing clients, ensuring satisfaction and repeat engagement.
- Drive opportunity identification and represent Emergent CRO at conferences, industry meetings, and networking events to build brand awareness.

Relationship Development

- Build and nurture relationships with Sponsors, consultants, investors, incubators, accelerators, and strategic partners.
- Develop and manage a long-term pipeline of qualified opportunities.
- Represent Emergent CRO at conferences, networking events, and industry meetings.
- Maintain consistent communication with prospective and existing clients to build trust and long-term partnerships.

Business Development

- Lead discovery conversations to understand Sponsor goals, challenges, and clinical development needs.
- Position Emergent CRO as a trusted strategic partner through consultative conversations.
- Evaluate opportunity fit and maintain an organized CRM pipeline.
- Partner with Marketing on outreach, conference follow-up, and relationship-building initiatives.

Collaboration & Market Insight

- Collaborate with Clinical Operations, Data Services and Project Management to ensure smooth transitions from opportunity to execution.
- Share Sponsor feedback, market trends, and competitive insights with internal teams.
- Stay current on trends in medical devices, diagnostics, digital health, and clinical research.

Experience

- 5+ years of experience in business development, strategic partnerships, account management, relationship management, client success, or consultative sales. Non-traditional backgrounds welcome, e.g., clinical operations, scientific affairs, consulting, or client-facing roles where trust and long-term relationships were core to success.
- Experience in clinical research, healthcare, life sciences, medical devices, diagnostics, biotechnology, pharmaceuticals, professional services, technology, or another relationship-driven industry is preferred.
- Demonstrated success developing business through long-term relationship building rather than transactional sales.
- Proven ability to build executive-level relationships and navigate complex buying processes involving multiple stakeholders.
- Experience representing an organization at conferences, networking events, and industry associations.
- Proficiency with CRM platforms and Microsoft Office.

Personal Qualities

The right person for this role is someone people naturally enjoy working with.
They:

- Build trust quickly without feeling "salesy."
- Possess exceptional emotional intelligence and social awareness, with the ability to read interpersonal nuances, understand where prospective clients truly are, and tailor conversations that build trust and long-term partnerships.
- Are authentic, relatable, and genuinely curious.
- Ask insightful questions and listen to understand.
- Follow through consistently and do what they say they'll do.
- Work independently while collaborating effectively across teams.
- Represent Emergent CRO with professionalism, integrity, and embodiment of our Core Values.
- Are motivated by the process of earning trust over months or years, not by quick wins.
- Make introductions and share value without an immediate transaction attached.
- Are comfortable being the connector rather than the hero, since this role hands off to Operations/BD for execution.
- Translate technical or clinical detail into language a Sponsor executive, scientist, or investor can each act on.
- Handle sensitive information with confidentiality.

What success in this role looks like:

Within the first 12 months, this person will:

- Build a strong network of trusted industry relationships.
- Develop a healthy pipeline of qualified, long-term opportunities.
- Become a respected resource within the medical device and diagnostics community.
- Generate repeat business and referrals through authentic, relationship-first partnerships.
- Consistently represent Emergent CRO's values, professionalism, and commitment to quality in every interaction.
- Confidently articulate what sets Emergent CRO apart and position our company as the partner of choice, not simply another CRO.

- References and former clients consistently describe ongoing relationship, not just closed deals — evidence that people still reach out to them years later.

Champion and reinforce Emergent's unique value proposition by demonstrating:

- **We're Built Differently** - An agile, responsive team that acts as an extension of our Sponsors.
- **True Collaboration** - Working alongside clients with transparency, accessibility, and shared accountability.
- **Relationships, Not Transactions** - Building trust that extends beyond a single project.
- **Focus on What Matters Most** - Putting patients, Sponsors, and study success at the center of every decision.
- **High-Quality Work at Startup Speed** - Delivering exceptional quality without sacrificing agility or responsiveness.
- **Value from Start to Finish** - Providing transparent, value-based pricing and a partnership mindset throughout every stage of the engagement.

Our Core Values:

Do the Right Thing Always
Build trust through honesty, transparency, and integrity.

Own It, Deliver It
Follow through on commitments and take accountability for results.

Commitment to Continuous Growth
Continuously learn, improve, and seek opportunities to grow.

Solutions Over Problems
Approach challenges with curiosity, collaboration, and a solutions-oriented mindset.