

New Business Developer

JobID – NBD_2025

Based in Barcelona

About ZYMVOL®

ZYMVOL® is a biotech company specialized in developing high-performing enzyme-based products. We are at the forefront of biotechnology innovation, transforming enzyme applications into practical, sustainable solutions for industries worldwide.

We are now seeking an experienced and self-motivated **New Business Developer**, reporting directly to the Chief Business Officer, to lead the commercialization of our enzymes and innovative products for cosmetics and personal care applications.

This position is preferably based at our headquarters in Barcelona.

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 – Compensation will depend on qualification but competitive conditions are available. Medical insurance is included. The contract includes a 6 month probation period as per Spanish Labour law.

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.

Role Mission

As **New Business Developer**, you will spearhead the **go-to-market strategy** and **business growth** for ZYMVOL's enzymes and enzyme-based product line. Your mission is to demonstrate the value of our product, building strong partnerships with formulators, brands, and ingredient distributors across the cosmetics and personal care value chain.

You will operate as a real **entrepreneur within the company**—identifying opportunities in the market, developing strategic accounts, and proving the market potential of a breakthrough innovation in an early-stage setting.

Key Responsibilities

- Develop and execute the **commercial strategy** for ZYMVOL's enzyme-based products across target markets (cosmetics, personal care, hair and sun care).
- Identify, prioritize, and acquire **key customers**—from formulators and ingredient suppliers to multinational brands—ensuring product adoption and revenue growth.
- Manage and expand **strategic accounts**, maintaining long-term, trust-based relationships while understanding customer needs and designing solutions given the challenges.
- Demonstrate product value by working closely with **clients** to position the products as a **high-performance, more sustainable, and cost-competitive** alternative to existing solutions in the market.
- Drive **market transformation** by replacing conventional solutions with ZYMVOL's high-performing, sustainable, and cost-effectiveness solutions — helping clients gain lasting competitive advantage.
- Lead **negotiations** on pricing, contracts, and technical collaborations.



Reliable Enzyme Innovation

- Gather **market intelligence** on competitors, customer trends, and pricing structures to refine go-to-market approaches.
- Collaborate **cross-functionally** with Operation, R&D, marketing, and leadership to ensure commercial success, customer satisfaction, and technical alignment.
- **Responsible for growing an early-stage business**, defining strategy and driving tangible results in new markets.

Experience & Background

- **2+ years** of experience in B2B sales, key account management, or business development in **cosmetic ingredients, personal care** and related markets.
- Proven track record **introducing new or innovative ingredients or technologies** (e.g., active ingredients, enzymes, or functional materials) into established value chains.
- Existing **network of contacts** across cosmetic brands, formulation labs, and ingredient distributors.
- Deep understanding of the **cosmetics ingredient value chain**—from Ingredient suppliers to formulators and end-product manufacturers.
- Solid grasp of **product pricing dynamics**, cost structures, and customer value propositions within the cosmetic ingredients market.
- **International sales experience** is a plus.

Skills & Attributes

- **Entrepreneurial mindset**: able to build a business from the ground up, identify opportunities, and thrive in a startup environment with high autonomy.



Reliable Enzyme Innovation

- **Self-driven and proactive:** takes ownership of results, defines priorities independently, and acts with urgency.
- **Customer- and result-oriented:** skilled at understanding customer needs, proposing value-driven solutions, and closing deals.
- **Excellent communicator and relationship builder:** able to articulate technical value into clear commercial arguments.
- **Strategic thinker:** combines technical understanding, market insight, and commercial acumen to develop long-term business.
- **Resilient and adaptable:** thrives in early-stage environments, comfortable navigating uncertainty and change.

Additional Requirements

- Degree in **Business & Administration, Biochemistry, Cosmetic Science, Chemical Engineering, Biotechnology**, or a related field.
- MBA, Master in Marketing or International Business is an asset.
- An existing network of contacts within the **cosmetic and specialty chemical industry value chain**.
- Fluency in **English** and/or other European languages (e.g., Spanish, German, Portuguese) is a plus.
- **Previous startup or scale-up experience** is highly valued.

Application

To apply, please send your **CV and cover letter** to careers@zymvol.com with the subject line: **Job ID NBD_2025 – New Business Developer**.