Position: Vice President, Business Development & Strategy
Location: Remote
Reports to: Dan Mulreany, CBO/CFO

About Paragon

Paragon Laboratories is an emerging biotechnology company dedicated to discovering and developing best-in-class complex biologics for diseases with significant unmet need. With a dedicated in-house team of scientific experts in drug development, Paragon pursues differentiated therapeutic concepts and advances them rapidly toward proof-of-concept validation. As programs mature, Paragon supports their continued development through new company formation and strategic partnerships.

The Role

The VP, Business Development & Strategy will lead the deals and strategic decisions that shape the company. You will own partnering, licensing, and corporate strategy end to end.

Key Responsibilites:

Business development and partnering

- Lead the full deal cycle for partnerships.
- Build and maintain relationships with pharma and biotech BD teams, search-and-evaluation groups, and academic tech-transfer offices.
- Represent the company at partnering meetings and conferences.
- Prepare non-confidential and confidential partnering materials, and run virtual data rooms during diligence.

Corporate strategy

- Shape portfolio strategy with R&D leadership
- Lead competitive landscape, market sizing, and commercial assessments for current and potential programs.
- Build valuation and deal models (rNPV, comparables, deal-structure scenarios) to support decisions and negotiations.
- Identify in-licensing and acquisition opportunities that strengthen the pipeline or platform.

Company creation

- Play a central leadership role in new company formation, driving development of strategy, investment theses, and foundational positioning
- Quarterback the creation and launch of new companies, coordinating across scientific, operational, and investor stakeholders

Team leadership

- Hire, manage, and develop a small team of BD and strategy professionals.

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- Set team priorities and coach team members on deal execution, analysis, and partner management.

Key Things About You:

- BS/BA degree in biological sciences or related discipline; PhD, MD, or equivalent strongly preferred
- 10–15+ years of relevant experience, including a combination of biotech/pharma operating experience (strongly preferred), biotech investing, venture creation, or life sciences consulting/strategy
- Demonstrated experience leading asset-level scientific diligence and portfolio evaluation, including data analysis, competitive assessment, and development of investment theses
- Strong understanding of the drug development lifecycle, with the ability to integrate scientific, clinical, regulatory, and commercial considerations
- Proven track record of owning and driving complex, cross-functional initiatives with accountability for outcomes
- Experience contributing to or leading company creation, venture formation, or early-stage biotech strategy highly desirable
- Exceptional analytical, synthesis, and communication skills, with the ability to translate complex science into clear strategic recommendations for senior stakeholders
- Demonstrated ability to engage effectively with senior leadership, boards, and investor stakeholders
- Strong leadership capability, including experience mentoring and developing team members in a player-coach capacity
- Highly collaborative and able to operate effectively in a fast-paced, dynamic biotech environment, managing multiple priorities with sound judgment

What We Offer You:

- A chance to thrive in a fast-moving, entrepreneurial environment where you can help shape our culture from the ground up, stretch beyond the boundaries of your role, accelerate meaningful medicines, and learn at every turn
- Competitive compensation, including base salary, performance bonus, equity grant opportunities
- Comprehensive medical, dental, and vision coverage, as well as access to tax-advantaged savings accounts, a Lifestyle Savings Account, life and disability insurance, and a 401(k) match

- Flexible time off, +12 company holidays, plus Winter and Summer shutdowns
- Commitment to ongoing professional development opportunities including all-company trainings
- Remote working environment with bi-annual and semi-regular in-person meetings to address complex problems, build relationships and have some fun

The expected salary range offer for this role is $300,000-$350,000. The pay range reflects the base pay range Paragon reasonably expects to pay for this role at the time of posting. Individual compensation depends on factors such as education, experience, job-related knowledge, and demonstrated skills.

Paragon Labs is an equal opportunity employer. We consider all qualified employment applicants without regard to race, religion, color, gender, age, national origin, sexual orientation, gender identity, gender expression, partnership status, status as a protected veteran, status as an individual with a disability, or any other status protected by federal, state, or local law. Individuals who hold legal work authorization applicable to employment at Paragon Labs in the United States will be considered without regard to citizenship/alienage.

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