



Head of Business Development and Commercialization

Overview

Plastic is one of the most important inventions of the last century. Plastics are strong, lightweight, cost-effective materials that have transformed our lives. Globally there are over 380 million tons of plastic produced each year and only 4% is recycled.

Every living creature on this planet is affected by plastic waste. Each year there is enough plastic in just the oceans to cover Australia in plastic film. We all see and feel the effects of the millions of tons of plastic waste per year. Plastics are threatening our food supply, choking wildlife, and degrading human health.

As veterans in the plastics industry Dr. Yelena Kann, CTO/Co-Founder and Kristin Taylor, CEO/Co-Founder knew there had to be a better way. They launched Radical Plastics and developed a patented technology that involves blending conventional plastics with a proprietary, naturally occurring catalyst. Radical Plastics compounds perform like regular plastics, but they biodegrade fully in the environment leaving no residue, no toxic substances, and no microplastics: A game-changing solution to eliminate plastic waste.

Role Summary

This is an excellent opportunity for someone who wants to drastically reduce downstream waste in the plastics industry. You will be joining a powerful, diverse team committed to making a meaningful contribution to the battle against plastic pollution. You will be critical to our commercialization and growth strategy as we launch patented, biodegradable plastics.

We seek an accomplished Business Development Leader who has overachieved throughout their career and who has introduced new materials or new functionality into plastics or packaging. The role will require working with the overall plastics market ecosystem to help secure lighthouse customers, develop strategic partnerships, establish revenue, and build a pipeline of opportunities. The head of Business Development will focus on creating Proof of Concept POC's with leading customers to create evidence of Radical Plastics' key value propositions and use this evidence to expand Radical Plastics' traction in broader horizontal and vertical markets.



Key Responsibilities

- Identify, prioritize and execute business development agreements, including supply agreements, funded R&D projects, joint development, sales, and licensing agreements
- Create and manage a robust pipeline of opportunities to facilitate growth and technology adoption
- Assess the activities of competitors to proactively adjust the company's roadmap for competitiveness
- Work with customers to identify key performance characteristics and succinctly communicate requirements back to the organization
- Lead strategic planning efforts to support technical validation with key customers from conception through commercialization
- Use CRM platform to document communications, manage pipeline, capture business opportunities and manage customer projects from inception to implementation

This individual is ultimately responsible for the disciplines of Business Development, POC execution and revenue attainment.

Required Qualifications

The ideal candidate will have a business and plastics industry background. The right person will have a demonstrated ability to build and convey compelling value propositions and work cross-functionally.

- Experience leading strategic Go-To-Market activities for new product/solutions
- 7+ years of experience in Market / Business Development in a related field (plastics, chemicals, packaging)
- A demonstrated ability to build and convey compelling value propositions and work cross-functionally
- Must have demonstrated experience introducing new products/functionality into the plastics industry
- Experience across the plastics industry value chain/ecosystem - Plastic Film, Flexible Packaging, Film Converter / Conversion, Resin, Distribution, Masterbatch/Additive Supplier
- Exceptional written and oral communication skills as well as analytical, project management, and planning abilities
- Bachelor's Degree in appropriate specialty (preference for Chemistry, Materials Science, Life Science, or Engineering)
- Willingness and availability to travel overnight up to 25% to visit customers, suppliers and attend industry-related events (post-Covid)



The company is headquartered in Beverly, MA and will accept candidates who want to work remotely.

Benefits:

- Competitive salary, generous vacation policy and stock options
- 100% employer-paid health and dental insurance benefits
- Access to a 401(k)
- Opportunity to work remotely
- Building the future of the plastics industry in a start-up poised for incredible growth

It is the policy of Radical Plastics to provide equal employment and advancement opportunities to all colleagues and applicants for employment without regard to race, color, ethnicity, religion, gender, pregnancy/childbirth, age, national origin, sexual orientation, gender identity or expression, disability or perceived disability, genetic information, citizenship, veteran or military status or a person's relationship or association with a protected veteran, including spouses and other family members, marital or domestic partner status, or any other category protected by federal, state and/or local laws. As an equal opportunity employer, Radical Plastics is committed to a diverse workforce.