



## **Business Development (BD) Fellow – Center for External Innovation**

Are you looking for a patient-focused, innovation-driven company that will inspire and empower you to shine? Are you looking to leverage your scientific background to build a foundational skillset in Research & Development business development and a BD deal-sheet? Join us as a Business Development Fellow in our Business Development Fellowship in Innovation at Takeda (BD-FIT) program in our Cambridge, MA office.

At Takeda, we develop innovative medicines and we develop people! We are transforming the pharmaceutical industry through our R&D-driven market leadership and being a values-led company. To do this, we empower all colleagues to realize their professional and personal potential through their life-changing work and interpersonal relationships. Certified as a Global Top Employer for the fourth consecutive year, we offer stimulating careers, encourage innovation, and strive for excellence in everything we do. We foster an inclusive, collaborative workplace, in which our global teams are united by an unwavering commitment to deliver ***Better Health and a Brighter Future*** to people around the world.

At Takeda, you will be a vital contributor to our inspiring, bold mission and high-performing culture.

### **OBJECTIVES:**

The Center of External Innovation (CEI) is responsible for establishing partnerships that support Takeda Research and Development through driving external engagement on opportunities ranging from early academic research to late-stage clinical collaborations. CEI is aligned with Takeda's four Therapeutic Areas (TA) – Oncology (ONC), Neuroscience (NS), Rare Disease (RD), and Gastroenterology (GI) – and is responsible for all Research and Development-stage Business Development (BD) activities at Takeda. CEI supports these activities across the BD value chain and through cross-functional teams, which include Search & Evaluation (S&E), Project and Diligence Management (PM), Negotiations and Contracting (Transactions), Takeda Academic Innovations (TAI), and Takeda Ventures (TVI) as well as through close alignment with TA leadership.

The Business Development Fellowship in Innovation at Takeda (BD-FIT) is a 2-year program within CEI that provides early career talent an opportunity to gain specialized, hands-on training and experience in foundational BD activities integral to building an external innovation pipeline within an R&D pharmaceutical

environment. The BD Fellow will be joining the BD-FIT program with the objective of developing knowledge of the R&D business development process through practical working and rotational experience in an accelerated manner including activities such as (i) developing a partnering/investment strategy that supports the therapeutic area R&D strategies, (ii) identifying and triaging opportunities consistent with the agreed strategy, (iii) supporting cross-functional due diligence to efficiently evaluate opportunities, and (iv) supporting negotiation and execution of diverse deals (e.g., in-licensing, research collaborations, equity investments).

Fellows will benefit from: (i) individualized on-the-job training tailored to the candidates' interest and skills; (ii) participation in a custom-designed Business Development curriculum; and (iii) formal and informal mentorship from members of the CEI leadership team

### **ACCOUNTABILITIES:**

- **Contribution to BD Activities**

- Over the course of the Fellowship, a Fellow may rotate across the different CEI functions to get exposure and training across the BD process from strategic remit, opportunity identification to transaction close.
- The Fellow's role will incorporate several of the following accountabilities through engagement with the CEI cross-functional teams:
  - Strategy Development & Landscaping: proactively monitor commercial, academic, and IP landscapes for all external discovery and development-stage innovations that may be relevant to the Takeda pipeline, including participating in scouting and partnering interactions at key conferences
  - Search and Evaluation: in close partnership with the designated, therapeutic area leadership teams and the organization at-large (e.g., scientists, clinicians, commercial managers), actively prospect for and help drive research alliances and preclinical and clinical collaborations with external parties (e.g., pharmaceutical or biotech companies, academic or not-for-profit institutions) that will enhance Takeda's pipeline
  - BD Project Management: work with the Transaction leads, CEI TA Leads and other key functions outside of BD to lead processes for opportunity assessment and due diligence to ensure an efficient and streamlined BD process
  - Transactions: prepare and present scientific and business proposals for partnerships building a rationale for transaction recommendations to senior leadership; support negotiations and contracting on behalf of

Takeda in support of in-licensing, out-licensing, co-promotions, research collaborations, etc.

- Communication: articulate Takeda's partnership goals and practices internally to colleagues or in public forums (e.g., partnering meetings). Become an effective ambassador for the Takeda global BD brand to ensure Takeda is perceived as a “Partner of Choice”

- **Participating in the BD-FIT Business Development Curriculum**

- Over the 2-year term, each Fellow will complete the BD-FIT Curriculum, which is designed to expose and introduce early career talent to the fundamentals of BD. The curriculum will entail participation in seminars and internal presentations, case-study analyses and additional individual work including communication & presentation skills.

- **Mentorship and Oversight: Working with the Program Director, Deal Supervisor and CEI Mentors**

- Program Director: The Program Director is responsible for oversight of the BD-FIT program and its Fellows. The Program Director also conducts performance reviews, with input from broader team including Deal Supervisors, CEI Mentors, TA area leaders and HR.
- Deal Supervisor: Deal Supervisors will be assigned on a project-by-project basis to manage and guide day-to-day activities. The Fellows with their Deal Supervisor will define a set of goals that Fellow will achieve during the respective project / rotation.
- CEI Mentor: Each Fellow will be paired with a CEI Mentor responsible to ensure the progress and development of the Fellow. A CEI mentor is assigned to each participant for the full duration of the program. Fellows are expected to establish and maintain a regular interaction with their CEI Mentor.
- Other: During the program, Fellows will also have an opportunity to interact 1:1 with other members of the CEI leadership team.

## **EDUCATION, EXPERIENCE, KNOWLEDGE AND SKILLS:**

- Ph.D., M.D., M.B.A. or equivalent degree is required; training in a scientific discipline is strongly preferred
- Experience and/or internship in the Pharma/Biotech industry, academic technology transfer, and/or venture capital is desired. Other internships may be considered towards experience based on relevance of activities.

- Must demonstrate scientific curiosity, knowledge and gravitas to hold/drive meaningful scientific discussions with industrial and academic experts and key opinion leaders
- Results-oriented, creative, self-starter with the ability to deliver high-quality deliverables on time that are appropriate for review by senior management
- Strong verbal and written communication and presentation skills
- Superior interpersonal skills, diplomacy and positive influencing abilities
- Ability to work and drive decision-making within a multi-disciplinary, multi-regional, matrix teams
- Fit with Takeda core values and leadership principles
- Right attitude (passionate, insightful, agile, curious, open-minded, "can-do" mindset)