



## About ITM

ITM is a privately owned biotechnology and radiopharmaceutical group of companies dedicated to the development, production and global supply of targeted diagnostic and therapeutic radiopharmaceuticals and radioisotopes for use in cancer treatment. We are developing a proprietary portfolio and growing pipeline of targeted treatments in various stages of clinical development addressing cancers such as neuroendocrine cancers or bone metastases. Our main objectives are to significantly improve treatment outcomes and quality of life for cancer patients through a new generation of Targeted Radionuclide Therapies in Precision Oncology. The headquarters are located in the heart of the research center of the Technical University of Munich (TUM).

# Head of Business Strategy and Business Analytics

## Position Overview

The Head of Business Strategy and Business Analytics will report to the VP, Commercial Operations, and be a key

## Qualifications

- 10+ years of experience in business strategy, management consulting,

contributor to the overall success of the U.S. team. The individual will be responsible for shaping commercial strategy, overseeing sales operations, driving data-driven decision-making, and building a best-in-class data infrastructure. This role bridges long-term strategic planning with advanced analytics, ensuring the organization remains competitive, operationally efficient, and aligned to achieve both financial and commercial objectives.

Location: Princeton, NJ (hybrid). Remote candidates will also be considered.

## **Key Responsibilities**

### **Strategic Leadership**

- Support the U.S. leadership team in developing and driving the company's strategic vision
- Identify and assess new market opportunities, partnerships, and business models to ensure competitive advantage
- Lead cross-functional strategic initiatives, ensuring alignment across all functions
- Support M&A evaluations, market expansion planning, and long-term growth initiatives

### **Business Analytics & Insights**

- Oversee the design, development, and implementation of business intelligence and analytics frameworks
- Translate complex data into clear insights and recommendations for senior leadership.  
Drive performance measurement by developing KPIs, dashboards, and

corporate/commercial strategy, or analytics leadership roles

- Proven expertise in incentive compensation design, administration, and analytics
- Proven experience in leading or partnering with sales operations, including territory alignment, quota setting, CRM optimization, and sales funnel/pipeline analytics
- Strong track record in data warehouse design, governance, and management (cloud platforms such as Snowflake, Redshift, BigQuery preferred)
- Deep knowledge of business intelligence and analytics tools (e.g., Tableau, Power BI, SQL, Python/R)
- Strong financial acumen with experience in forecasting, budgeting, and business case development
- Exceptional leadership, communication, and stakeholder management skills
- BS degree required in Business, Economics, Finance, Data Science, or related field

### **Key Competencies**

- **Strategic Thinking:** Anticipates industry shifts, identifies opportunities, and guides sustainable growth
- **Data Infrastructure Leadership:** Builds scalable, future-ready data warehouses that enable enterprise insights
- **Sales Execution Enablement:** Bridges corporate strategy with day-to-day sales force operations

scorecards for companywide visibility

- Partner with Finance, Sales, Marketing, and Market Access teams to forecast business outcomes, optimize resource allocation, and track ROI on major initiative

### **Sales Operations**

- Lead sales operations functions including territory design, quota setting, funnel/pipeline tracking, and field performance analytics
- Ensure salesforce alignment with commercial strategy, therapeutic priorities, and market opportunity, through partnership with Marketing
- Partner with Commercial, Finance, and HR to integrate sales operations with incentive compensation design and performance management
- Oversee CRM strategy and data quality, ensuring reliable insights into customer engagement and field activity
- Develop sales enablement tools, reports, and dashboards that empower the field force to execute with precision
- Provide senior leadership with sales performance insights to guide resource allocation and strategic decisions
- Ensure compliance with regulatory and corporate guidelines related to incentive structures

### **Data Warehouse & Infrastructure**

- Build, maintain, and continuously enhance a best-in-class enterprise data warehouse

- Compensation Strategy Expertise: Designs and manages incentive plans that balance motivation with fiscal responsibility
- Analytical Rigor: Translates complex data into actionable insights
- Excellence: Proven ability to deliver enterprise-wide initiatives
- Leadership & Collaboration: Builds trust and alignment across the business

- Ensure the integration of commercial, financial, and operational data sources into a unified and accessible platform
- Establish robust data governance, security, and quality standards to ensure accuracy and trust in business critical insights
- Partner with IT, data engineering, and internal/external business stakeholders to expand capabilities, implement automation, and enable self-service analytics
- Leverage advanced technologies (cloud platforms, AI/ML models, automation) to future-proof the company's data environment

### **Leadership & Collaboration**

- Build, mentor, and lead a high-performing team across strategy, analytics, data management, and compensation planning
- Act as a trusted advisor to the U.S. leadership team by providing data-driven perspectives on organizational performance and market trends
- Foster a culture of analytical rigor, strategic foresight, and cross-functional collaboration

## **What We Offer**

- Competitive base salary.

- Comprehensive health benefits, including a medical plan with no employee premium and 100% company-paid dental and vision coverage.
- Annual bonus opportunity.
- 401(k) with company match.
- Generous paid time off and company holidays.
- An entrepreneurial environment with the opportunity to shape a high-growth U.S. business.

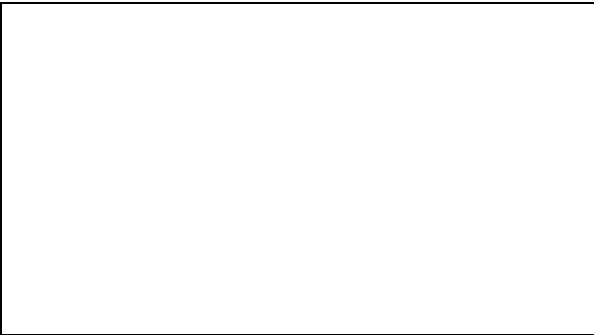
ITM is an equal opportunity employer. Qualified applicants are encouraged to apply and will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, disability, veteran status, marital status, or any other characteristic protected by law.

If you are a qualified individual with a disability or a disabled veteran and are unable to apply for a position through our online application process, you may request a reasonable accommodation. To request assistance, please contact us at [careersus@itm-radiopharma.com](mailto:careersus@itm-radiopharma.com).

[Apply now](#)

**More about ITM**

With us, you will have the opportunity to work in an international environment on ground-breaking projects that can have a significant impact on cancer care worldwide. We are looking for dedicated, talented and passionate professionals who share our vision and want to help shape the future of oncology. If this exciting challenge appeals to you and you would like to contribute to realising our common goal, please do not hesitate to send us your application. We look forward to hearing from you!



For more information please visit: [www.itm-radiopharma.com](http://www.itm-radiopharma.com)