

PERSON SPECIFICATION

CSM Europe



	Essential	Desirable	Method of assessment
Qualifications			
Chemistry or life/pharmaceutical sciences degree or equivalent experience	E		App
Experience			
Experience in (or significant exposure to) managing commercial relationships with customers. This could be in a service delivery role, sales and account management or sales enablement	E		App Int
Understanding of drug discovery and development processes and how scientific software solutions can address business needs	E		
Knowledge of chemistry and computational chemistry tools	E		
Personal Skills and Abilities			
Coachable	9		Int
Curious	9		Int
Intelligence	8		
Work ethic	8		Int
Prior success	7		App/Int
Execution focus	6		Int
Passion	5		Int
Preparation	3		Int
Adaptability to change	3		Int
Competitiveness	3		Int
Brevity - present abstract and complex materials in a compelling manner to senior decision makers	4		Int

E – Essential, D – Desirable, Int – Interview, A – Assessment, App – Application Form

Our Values

Quality, Innovation, Passion, Community, Collaboration, Integrity, Customer Centricity, Agility