

Distributor Manager

Successful distributor partnerships are built on more than sales targets.

They're built on trust, collaboration, market insight and a shared commitment to growth.

As Distributor Manager at Scientifica, you'll be responsible for developing and strengthening distributor relationships across international markets, helping expand the reach of technology used by scientists and researchers worldwide.

You'll work with established partners, identify new opportunities and play a key role in shaping how Scientifica grows through its indirect sales channels. You'll be trusted to build relationships, influence strategy and make a visible difference.

What you'll be doing

You'll act as the key link between Scientifica and our distributor network, helping partners succeed while ensuring they remain aligned with our commercial objectives.

Your day-to-day will include:

- Developing and maintaining strong relationships with distributor partners across assigned territories
- Agreeing business plans, revenue targets and market development activities with key distributors
- Monitoring performance against targets, identifying opportunities and implementing corrective actions where required
- Managing distributor pipelines, forecasts and sales activity through our CRM system
- Supporting the launch of new products and marketing initiatives within distributor territories
- Providing ongoing commercial and product training to distributor teams
- Organising joint customer visits, demonstrations and market development activities
- Analysing sales performance, market trends and customer feedback to identify growth opportunities
- Working closely with Sales, Marketing and Operations teams to support business objectives and forecasting
- Ensuring distributor activities align with Scientifica's brand, values and commercial expectations

Who you are

You're a commercially minded relationship builder who enjoys working across different cultures, markets and customer groups.

You'll likely have experience managing distributors, channel partners or international sales networks and be confident balancing strategic thinking with day-to-day execution.

You'll bring experience in several of the following:

- Distributor, channel or partner management
- International B2B sales
- Business development and revenue growth
- Commercial negotiation and relationship management
- CRM, pipeline and sales forecasting
- Performance management and target setting
- Scientific instrumentation, life sciences or laboratory environments
- Training, coaching or distributor enablement

You'll stand out if you also have experience within electrophysiology, microscopy or related scientific research markets, or if you've worked across multiple international territories.

Why join us?

This is an opportunity to make a direct contribution to Scientifica's growth.

You'll help expand our global reach through strong distributor partnerships, developing markets and creating opportunities for customers to access technology that supports world-leading scientific research.

You'll join a collaborative environment where commercial ideas are valued, ownership is encouraged and people work together to achieve shared goals.

What you'll get

- Competitive salary depending on skills, knowledge and experience
- 36.5-hour working week
- 25 days' holiday plus bank holidays
- Option to buy additional annual leave
- Pension contributions matched up to 4%
- Judges Scientific Share Incentive Plan, matched up to £900 per annum
- Life assurance (4x annual salary)
- Income protection
- Medicaash health cash plan
- Employee discounts

We believe great ideas and great work come from people with different backgrounds, experiences and perspectives. We're committed to creating an environment where people are treated fairly, feel respected and can do their best work. If this role sounds like a good fit for your skills and experience, we'd love to hear from you.

How to apply

You can apply by emailing your CV to Steph at peopleservices@scientifica.uk.com.

Our typical selection process includes two-stages with a PPA assessment between first and second stage interviews. We might like to meet you again, but we will update you and give you plenty of notice. You may also be asked to provide evidence of your education cited on your CV.

Please note that applicants must have the permanent right to work in the UK, as we are unable to provide visa sponsorship for this role.

Job Profile

Name	TBD
Job Title	Distributor Manager
Department	Sales
Location	Field Based
Reports to	Managing Director
Job Purpose	The Distributor Manager is responsible for developing and managing distributor partnerships to drive sales, increase market reach, and customer satisfaction in target territories. The role involves data driven strategic planning, performance management and market insight whilst ensuring alignment with company goals for assigned territories. This role plays an ongoing part in delivering Scientifica's growth strategy through indirect sales channels
Key Activities / Responsibilities	Distributor Management & Development: • Identify and onboard, in line with regional strategy. • Lead Distributor commercial discussions including pricing, discount, territory and commercial terms within agreed company parameters, escalating exceptions for Director approval. • Serve as the primary point of contact for all distributor-related activities including training requirements. • Ensure marketing activities are aligned with Scientifica branding and documentation requirements through collaboration with internal and Distributor teams. • Build strong, collaborative partnership with key Distributor stakeholders. Sales & Market Growth: • Develop agreed business plans with key distributors covering

revenue targets, pipeline, market development activities, product priorities and training requirements; review progress regularly and agree corrective actions where required.

- Drive revenue growth through Distributors by setting targets, monitoring performance, and implementing corrective actions when required.
- Collaborate with marketing and sales teams to launch new products and support promotional campaigns and maintain Scientifica's brand.

Performance Monitoring and Management:

- Agree targets, analyse sales data, forecasts, and market trends to evaluate distributor effectiveness., Act accordingly to motivate distributors and hold to account if falling below targets and activities.
- Maintain accurate Distributor pipeline, opportunity, forecast and activity information within the CRM, ensuring appropriate visibility of end customers and regular reporting against agreed sales stages and KPIs.
- Ensure suitable forecasting for supply and demand planning with Operations team.

Compliance & Governance:

- Ensure distributor adherence to contractual terms, regulatory requirements, and ethical business practices.
- Maintain up-to-date records of Distributor agreements, certifications, and compliance documentation.

Training & Enablement:

- Provide ongoing technical and commercial training to distributor teams.
- Organise joint customer visits, seminars, and product demonstrations to support market development.

Honour our company values



Key Performance Indicators	Based on ongoing performance objectives • Distributor Orders target achieved • Distributor pipeline value, quality and forecast accuracy improving and customer base growing within regions • Business Plan delivery • Distributor training and enablement completed against plan
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Personal Profile

Qualifications / Training	Bachelor's degree in Life Sciences, Business Administration, or related field; advanced degree (MSc, MBA) is a plus.	
Experience Required	Essential	Desirable
	• Proven distributor/channel management experience across international markets • Strong B2B commercial/sales experience • Life science/scientific instrumentation experience • Experience managing distributor performance and sales targets • CRM/pipeline/forecast management • Strong commercial negotiation and relationship-management skills • Experience working across cultures and markets	• Understanding, knowledge, working experience of Electrophysiology • Understanding, knowledge, working experience of Microscopy products • Experience delivering technical/commercial training • Multilingual capabilities
Competencies and Skills	• Strong commercial acumen with the ability to think strategically and identify growth opportunities • Excellent distributor and partner relationship management skills • Ability to manage performance and challenge constructively • Cross-functional collaboration across international teams • Cultural awareness and ability when working across diverse markets • Analytical approach with the ability to interpret sales data, forecasts and market trends	

Additional Role Requirements

This role requires regular international travel, aligned to Distributor locations and customer visits (~50% in the field).

Team Member Acceptance

I agree to accept the Job Description is a guide only and will be periodically reviewed due to the evolving nature of the business. I understand I will be required to take on other tasks and responsibilities from time to time, depending on the business needs.

Signed**Date**