EXEC CAPITAL

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Fractional CEO – Cambridge

Description

Sector: Clinical Trials, Medical Research & Distribution
Contract Type: Fractional / Part-Time (3 days per week)

Role Overview

We are seeking an experienced **Fractional CEO** to lead and guide a Cambridge-based organisation operating across **clinical trials, medical research services, and specialist medical distribution**.

This is a **hands-on strategic leadership role** suited to an accomplished executive who can operate at both **board and operational level**, helping the business evolve its structure, strengthen its commercial capability, and position itself for long-term growth.

Working closely with the **Board and senior leadership team**, the Fractional CEO will help shape the organisation's strategy, improve operational effectiveness, and align the company's clinical research, trial delivery, and distribution capabilities.

This is a **hybrid role**, requiring regular presence in the Cambridge area alongside remote working.

Responsibilities

Key Responsibilities

Strategic Leadership

- Develop and implement a **clear strategic roadmap** aligned with the company's growth ambitions.
- Work closely with the Board to define **strategic priorities, investment focus, and organisational direction**.
- Position the business to expand its presence across **clinical research, trial services, and specialist distribution markets**.

Business Transformation

- Assess and refine the **operating model across research, clinical trials, and distribution functions**.
- Introduce improved **structures, governance, and operational processes** to support sustainable growth.

Hiring organization
Exec Capital

Employment Type
Part-time

Beginning of employment
1st April 2026

Duration of employment
Perm

Industry
Biotechnology

Job Location
Cambridge, Cambridgeshire, United Kingdom

Working Hours
9-5

Base Salary
£ 600 - £ 700

Date posted
March 6, 2026

Valid through
31.03.2026

- Establish **performance frameworks, KPIs, and management reporting** to drive accountability and transparency.

Commercial Development

- Identify opportunities for **revenue growth, partnerships, and service expansion** within the clinical and medical research ecosystem.
- Strengthen relationships with **research institutions, pharmaceutical companies, biotech firms, and healthcare organisations**.
- Support the development of a **robust commercial strategy and pipeline**.

Leadership & Organisational Development

- Provide clear leadership and direction to the **senior management team**.
- Foster a **high-performance, collaborative culture** across the organisation.
- Mentor and develop internal leaders to strengthen the organisation's long-term capability.

Governance & Stakeholder Engagement

- Work closely with the **Board and key stakeholders**, providing strategic guidance and regular updates.
- Ensure strong **governance, regulatory awareness, and operational discipline** across the business.
- Represent the organisation with **external partners, industry bodies, and strategic collaborators**.

Qualifications

Key Experience & Skills

- Proven experience as a **CEO, Managing Director, or senior executive** within:
    - Clinical research organisations (CROs)
    - Life sciences or medical research environments
    - Healthcare distribution or specialist supply chain businesses
- Demonstrated experience leading **organisational transformation, scale-up, or strategic repositioning**.
- Strong understanding of the **clinical trials ecosystem and healthcare regulatory landscape**.

- Experience working closely with **boards, investors, and senior stakeholders**.
- Commercially astute, with the ability to **identify growth opportunities and drive execution**.
- Strong leadership, communication, and **change management capability**.

Personal Attributes

- Strategic thinker with strong **practical execution skills**.
- Comfortable operating in a **fractional executive capacity**.
- Collaborative, pragmatic, and able to **build credibility quickly**.
- Highly organised with the ability to **prioritise effectively within a part-time leadership structure**.

Working Arrangement

- **3 days per week commitment**
- **Hybrid working model**, with regular presence in the **Cambridge area**
- Opportunity to play a **long-term strategic leadership role in a growing life sciences organisation**

Job Benefits
Day rate 600-700

Contacts
Exec Capital are a leading Fractional CEO Recruiter.