

Clinical Proposal Associate

Take ownership of clinical proposals, costing tools and pricing assumptions across our clinical business units, and help shape the commercial foundation for high-quality clinical research.

Sanos is offering you a great opportunity to take a central role in an environment driven by innovation, science and commercial ambition. We are a flat and collaborative organization where you can broaden your skill set across our full-circle clinical research organization, strengthen how we build proposals and budgets for innovative clinical trials, and see your own ideas create real impact.

Every team member has broad responsibilities, and we foster a culture where employees are trusted, empowered, and encouraged to take ownership of their work.

As Clinical Proposal Manager in Sanos, you will apply your understanding of clinical studies in a commercial context. You will own proposal budgeting and pricing processes across business units, with a strong focus on building and improving Excel-based budget models that reflect study design, operational requirements and client needs. The role is highly cross-functional: you will combine detailed Excel work with clinical operations understanding and close collaboration with the colleagues who provide input to full-service CRO budgets. You will also contribute to upcoming projects exploring how AI and automation can improve the proposal and budgeting process. You will work closely with Business Development, Finance and operational teams and report to the Chief Commercial Officer.

About the position

The job is highly varied, but will primarily include the following:

- Review trial synopses, protocols and Request for Proposal (RFP) documents to understand the clinical study design, define scope, identify budget assumptions and ensure the right input is obtained for proposal and budget development
- Develop, quality check and manage Excel-based budgets that translate clinical trial activities, timelines and operational input into clear costing structures, from site budgets to full-service CRO budgets
- Contact and coordinate with vendors to obtain budget estimates, align assumptions, and ensure the accuracy of the vendor budget
- Coordinate input from Business Development, Finance, Clinical Operations, subject matter experts, our research sites and the Executive Management Team to ensure budgets reflect the right scope, timelines and assumptions
- Support proposal finalization and contract or work order coordination when needed, in collaboration with internal stakeholders
- Improve proposal templates, pricing assumptions, Excel models and budgeting tools to support quality, consistency, scalability and future AI- or automation-enabled workflows
- Participate in initiatives to streamline and automate parts of the proposal and budgeting process, including the use of AI tools where relevant
- Identify, assess and communicate financial, operational and scope-related risks, ensuring timely escalation and clear decision-making

Work location: Telefonvej 8D, 2860 Søborg, Denmark

We believe that due to the nature of the role and close collaboration across the team, physical presence at our office is a prerequisite for the successful implementation of this role. That said, we offer a flexible work life balance, with the possibility to work from home, as agreed with line management.

Advantages of working at Sanos

At Sanos, you will join a global, science-driven organization with short decision paths and

high trust in individual ownership. The role is ideal for someone who enjoys moving between detailed analytical work and practical dialogue with the teams that deliver clinical trials.

About you

Your desired skills and experience:

- B.Sc. or M.Sc. within health sciences, life sciences, economics or business administration, combined with practical experience from clinical research or clinical development
- Several years of experience from a CRO, clinical research organization or similar life science environment, ideally within proposal development, study budgeting, clinical operations, trial management or study coordination
- Experience with RFPs, proposal budgets or full-service CRO budgeting is an advantage
- Strong financial understanding, advanced Excel skills and the ability to translate clinical trial requirements and operational input into clear budgets, scenarios and scalable tools
- Interest in using AI, automation or digital tools to improve processes, data quality and efficiency
- Strong interpersonal skills, with the confidence to ask clarifying questions, collect input and align effectively with colleagues, clients and external partners
- You are fluent in English (oral and written). German language skills are an advantage, but not a requirement

Personal qualifications:

- You take ownership, work independently and drive tasks forward from input to final deliverable
- You are detail oriented and work systematically
- You are organized, structured and able to manage deadlines, competing priorities and busy proposal periods
- You have a genuine interest and curiosity for clinical research and understand the importance of making clinical trials work in practice
- You are a collaborative team player who enjoys working cross-functionally with a small, dedicated team while also taking clear responsibility for your own area

Ready to make a real impact?

We look forward to hearing from you, so please send your application through the “apply” link.

We will be performing interviews ongoing in the process and look to fill the position as soon as possible. We close the position when we find the right candidate.

For further information about the position, please contact Betina Helmer at +45 31432892 between 08:00-18:00 or e-mail: ber@sanos.com

If you proceed in the recruitment process, you may go through a few additional steps where both you and we assess whether the position is the right match. As part of the process, we may use assessments to support the best foundation for future collaboration. We value your data and take care to protect it. Please see more information regarding privacy for job applicants [here](#).

Who are we?

Sanos is a clinical development group built around specialized CROs, dedicated clinical research sites and in-house capabilities that support patient recruitment, digital outcomes and clinical supply.

We work across carefully selected therapeutic areas, applying shared scientific standards while enabling each CRO to lead within its own area of expertise. Our focus is on enabling clinical development through depth - in science, execution and collaboration - while keeping decision-making close to the work itself.

Read more here:

www.sanos.com