

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 Associate in Sanos, you will apply your understanding of industry-sponsored clinical trials in a commercial and operational context. You will support proposal budgeting and pricing processes across business units, with a strong focus on building, maintaining and quality checking 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 practical clinical operations understanding and close collaboration with the departments that contribute to full-service CRO budgets. 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 departmental input into clear costing structures, from site budgets to full-service CRO budgets
- Coordinate input from Business Development, Finance, Clinical Operations, Project Management, Regulatory, Medical, Safety, Data Management, subject matter experts, our research sites and the Executive Management Team to ensure budgets reflect the right scope, timelines, responsibilities and assumptions
- Support proposal finalization and contract or work order coordination when needed, ensuring operational assumptions are clearly reflected and aligned with how the relevant CRO functions deliver the study
- Contact and coordinate with vendors to obtain budget estimates, align assumptions, and ensure the accuracy of the vendor budget
- Improve proposal templates, pricing assumptions, Excel models and budgeting tools to support quality, consistency, scalability and future AI- or automation-enabled workflows
- 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

Personal qualifications:

- You have at least one year of experience within clinical operations in a role such as Clinical Research Associate, Clinical Trial Assistant, Study Coordinator or similar
- You take ownership, work independently and are comfortable following tasks through from input collection 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

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
- Experience with industry-sponsored clinical trials from an SMO, CRO, sponsor or similar clinical research environment is required, ideally within study coordination, trial operations, clinical development, project support, proposal development or study budgeting
- Practical operational understanding of how a CRO works, including how key departments contribute to study start-up, project delivery, vendor oversight, data collection, safety, medical input, finance and client deliverables
- Strong Excel skills, good financial understanding and the ability to translate clinical trial requirements and operational input into clear budgets, assumptions 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).

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