

# Graduate Product Development Associate

Fontus Health Ltd • Walsall, West Midlands (Hybrid) • 2 Positions Available

Salary: £26,000 – £35,000 + Annual Bonus up to £3,000 | Visa Sponsorship Available

## About Fontus Health

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Fontus Health is a growing UK pharmaceutical and medical device company focused on developing and bringing innovative products to market. We work with leading Contract Manufacturing Organisations (CMOs), Contract Research Organisations (CROs) and academic partners across both pharmaceutical and medical device categories to create products that make a genuine difference to patients and consumers.

We are a small, agile business — our people have real impact from day one and work across the full product lifecycle rather than being confined to a single department.

## The Opportunity

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We are recruiting two Graduate Product Development Associates to work directly alongside our Managing Director. These are not typical graduate roles. You will have genuine responsibility from the start — managing external development partners while simultaneously building the commercial and launch strategy that will bring those products to market.

You will be involved in CMO and CRO management across both pharmaceutical and medical device products, regulatory oversight, pricing strategy, marketing planning, operations and finance — all forming part of the overall product launch. This breadth is intentional. We want people who thrive across disciplines, not specialists who sit in one department.

We will invest in your development through courses, training and direct mentorship from the MD. No prior industry experience is required — but you must arrive curious, driven and ready to think for yourself.

## Key Responsibilities

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### Product Development & External Partner Management

- Manage relationships with CMOs, CROs and academic partners across pharmaceutical and medical device product lines.
- Oversee medical device development projects ensuring compliance with UK MDR 2002 and UKCA marking requirements
- Track development timelines, milestones and deliverables across multiple projects
- Identify risks early and proactively propose solutions to keep projects on track
- Ensure development activities align with UK and international regulatory requirements
- Prepare clear project documentation and progress updates for the MD

## Launch Strategy & Commercial Planning

- Work with the MD to build product launch plans and go-to-market strategies in parallel with development
- Contribute to pricing analysis, market access strategy and competitive research
- Collaborate across marketing, sales, operations and finance to ensure launch readiness
- Support brand positioning, messaging and materials for new products
- Help prepare presentations for commercial partners and stakeholders

## Operations & Finance

- Assist with budget tracking and cost management across development projects
- Support supply chain and procurement planning linked to product launches
- Contribute to business planning and strategic reviews as the company scales

## Person Specification

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### Essential Requirements

- Degree in Pharmacy, Pharmaceutical Science or Cosmetic Science (2:2 or above)
- Right to work in the UK, or eligible for visa sponsorship
- Independent thinker — you generate ideas, you do not just wait for instructions
- Solution-oriented — when you see a problem, you arrive with a proposed answer
- Strong written and verbal communication
- Highly organised with excellent attention to detail
- Comfortable with ambiguity in a fast-moving small business environment
- Proactive and self-starting — you take initiative without being asked
- Strong team player who understands that collective success matters

### Desirable

- Exposure to pharmaceutical development through placement, dissertation or research project
- Awareness of UK regulatory frameworks (MHRA, GMP, GCP, UK MDR 2002, UKCA)
- Any commercial, customer-facing or entrepreneurial experience
- Interest in or knowledge of GP prescribing, OTC markets or NHS supply chains

## Role Details

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<b>Location</b>	Walsall, West Midlands WS4 2BX — Hybrid (office and remote)
<b>Reporting To</b>	Managing Director
<b>Salary</b>	£26,000 – £35,000 depending on experience
<b>Annual Bonus</b>	Up to £3,000 based on performance
<b>Contract</b>	Full-time, Permanent
<b>Vacancies</b>	2 positions available
<b>Visa Sponsorship</b>	Available for eligible candidates

## How to Apply

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Please read the following instructions carefully. Your ability to follow them is part of the assessment.

**Submit one PDF document only — maximum 2 pages, structured as follows:**

### Page 1 — Your CV (1 page maximum, strictly enforced)

- Your name, contact details, degree subject, classification and university
- Any relevant experience, placements, projects or activities
- No more than two sentences on why you are applying for this role

**CVs that run onto a second page will result in automatic rejection — no exceptions.**

### Page 2 — Your Written Answer (1 page maximum, 400 words maximum)

Page 2 must be headed: **THE QUESTION** (in bold, at the top of the page). Your answer must follow immediately below.

The question is:

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#### **THE QUESTION**

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*During your degree you worked hard — but at some point you probably realised that lectures and textbooks don't fully prepare you for the real world. Think of one specific situation where there was no obvious answer and nobody telling you what to do. It could be academic, personal or professional. What was the situation, what did you decide to do, and looking back, what would you do differently?*

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This is not a test of pharmaceutical knowledge. We want to understand how you think, make decisions under uncertainty, and whether you can reflect honestly. There is no right answer.

**Maximum 400 words. Answers exceeding this limit will be discounted.**

**Important: We will discuss your written answer with you at interview. Please write it yourself.**

Send your 2-page PDF to: [graduate@fontushealth.com](mailto:graduate@fontushealth.com)

Subject line: Graduate PDA Application — [Your Full Name]

Closing date: Monday 23<sup>rd</sup> March 2026 at 4:30pm. Applications received after this time will not be accepted.