



# WE ARE HIRING

## BUSINESS DEVELOPMENT ASSOCIATE

(m/f/d)

**You have a background in Sales, Business Development or Business Administration and at least 2 years of experience in B2B sales, ideally in the food, biotech, or life sciences industry. You're now looking for your next big challenge—one where you can contribute both strategically and operationally, working directly alongside the founding team of a mission-driven startup.**

**Welcome to All But Sugar: this is your chance to join a purpose-driven, high-impact venture from the ground up.**

### Who we are

At All But Sugar, we are building the world's first modular system for sugar alternatives. Our technology replicates the functional properties of sugar without using artificial sweeteners, without sugar, and without side effects. Our mission is to sustainably transform the sweetener market and contribute to a healthier society through real food innovation.

### Your Role

As Business Development Associate, you will work directly with our founding team and play a central role in scaling our B2B business. You will help us establish and deepen relationships with food brands, co-develop pilot projects, and support the operational and strategic backbone that ensures we deliver excellence. This is a highly entrepreneurial and impactful role with lots of room for ownership.

### Your Responsibilities

- Own and drive B2B lead generation and relationship building with food and ingredient companies
- Coordinate customer sampling, logistics, and CRM tracking
- Own and improve internal processes around Sales planning, reporting and operational efficiency
- Structure and coordinate cross-functional projects and ensure timely execution
- Conduct market research and competitor analyses to support decision-making
- Support the founders with daily operations across business development, fundraising, investor reporting, pitch materials, datasheets, funding applications, Sales pipelines, market analysis and web content
- Prepare and manage budgets and financial models
- Work with tools like Notion, Google Workspace, Excel, and Canva to create clarity and alignment

### What You Bring

- Completed university degree in Business, Marketing, Finance or related field
- 2+ years of relevant Sales experience in a startup, food, hardware, or high-growth environment
- Excellent English skills (German is a strong plus)
- Strong analytical skills and comfort working with data, financials, and complex information
- You enjoy working hands-on, independently, and proactively in a fast-paced setting
- Strategic thinking combined with strong attention to detail
- You are eligible to work in Austria

### What We Offer

- A high-impact role with direct exposure to founders and strategic decision-making
- Real ownership and the chance to build something meaningful from the ground up
- A culture of learning, innovation, and entrepreneurial freedom
- Hybrid work setup with a beautiful office in Vienna
- Flat hierarchies, fast decisions, and a mission-driven team
- Exciting team events, a public transport ticket and enjoying our own sugar free innovations
- Starting salary of €45,000 gross per year, with flexibility to offer more for outstanding candidates