

Title: Commercial Operations Analyst
Department: Sales
Location: Marlborough, MA

About Akoya Biosciences:

As 'The Spatial Biology Company®', Akoya Biosciences' mission is to bring context to the world of biology and human health through the power of spatial phenotyping. The company offers comprehensive single-cell imaging solutions that allow researchers to phenotype cells with spatial context and visualize how they organize and interact to influence disease progression and treatment response. Akoya offers two distinct solutions, the CODEX® and Phenoptics™ platforms, to serve the diverse needs of researchers across discovery, translational and clinical research.

Position Summary:

The Commercial Operations Analyst will be responsible for supporting territory design and the sales compensation program. Activities will include sales territory design and mid-year re-alignment, commission plan generation, performance vs. quota reporting, commissions determination and commissions reporting. The optimal candidate will be tenacious, inquisitive, and detailed oriented with the ability blend data analysis, presentation generation and commercial acumen. The position will require a hands-on individual experienced in sales processes, sales order data, and product-oriented businesses. This person will have the opportunity and must have the presence to interface with members of management. The position will report to the Global VP of Commercial Operations.

Duties & Responsibilities:

- Own the process of quantitatively defining sales territories and quotas by modeling prospective commercial activity by geography
- Assist management with the design of the annual sales commission plan including performing scenario analysis on potential options and creating tools to implement the plan
- Maintain, execute and report on quarterly sales commission plan; update territories and sales quotas for mid-year team expansion
- Create dashboards / reports to monitor quota achievement associated with sales programs and initiatives
- Work with HR to produce annual compensation plan letters for each member of the sales team
- Prepare ad hoc analyses, reports and presentations in support of Commercial Operations objectives
- Support other needs of the Commercial team requiring advanced Excel analysis
- Other duties as required

Skills & Requirements

- Bachelor's degree in a technical or scientific field of study (e.g., Accounting, Engineering, Computer Science, Biology, Chemistry, etc.) preferred
- Minimum of 5 years of relevant analytical experience
- Experience working with commercial organizations
- Experience with CRM systems and data, preferably Salesforce



- Strong quantitative abilities with experience performing data analysis and manipulation
- Excellent written and verbal communication skills with ability to build relationships
- Able to solve complex problems
- Strong attention to detail
- Management presence
- Advanced MS Excel skills, proficient in PowerPoint and Word; PowerBI and other BI tools experience a plus

Akoya Biosciences, Inc. proudly affords equal employment opportunity to all qualified persons regardless of race, color, religious creed, national origin, age, military status, sexual orientation, disability, genetic information, gender identity, gender expression or gender unless based upon a bona fide occupational qualification.

Apply at: careers@akoyabio.com