

Leon de Leeuw

Dutch native based in Warsaw, Poland · Full EU working rights · Flexible travel and relocation options

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Profile

Senior Clinical Contract Manager with 10 years' experience representing pharma sponsors, clinical sites, and service providers. Currently the primary negotiator of budgets and clinical trial agreements for AbbVie's phase 1–3 trials in the Netherlands, spanning diverse therapeutic areas.

Experience

Senior Site Contract Manager | Syneos Health - AbbVie dedicated

2023 - present

Warsaw, Poland → Covering the Netherlands

- Lead negotiator for AbbVie in the Netherlands, negotiating contracts and patient visit, procedure, pharmacy, laboratory, and radiology budgets across the Dutch healthcare network
- Analyze study grant parameters and country benchmarks; prepare detailed reports to support budget increase requests or further negotiations
- Partner with site startup, country leadership, clinical operations, legal, and finance teams to ensure adherence to fair market value principles, regulatory requirements and strict timelines
- Draft payment letters and close-out letters; collaborate with hospital legal representatives to develop AbbVie-specific contract templates
- Implemented a site verification checklist that reduced administrative contract amendments by 80% by eliminating IBAN mismatches

Senior Clinical Contract Manager | Netherlands Cancer Institute

2021 / 2023

Amsterdam, the Netherlands → Local site contracts

- Negotiated budgets for phase 1–3 oncology trials and medical device studies; collaborated with pharmacy, lab and radiology departments to determine pricing
- Drafted contract clauses, amendments, confidentiality and funding agreements
- Built investigator-initiated trial budgets for the Netherlands, Italy and the US, covering interventions, study cycles, drug administration, and diagnostic scans
- Arranged local monitoring and clinical trial insurance in compliance with regulatory guidelines

Commercial Contracts Manager | DXC Technology

2019 / 2021

Sofia, Bulgaria → Covering the Netherlands, Belgium, France

- Analysed public tenders, commercial contracts and SOWs valued up to €15 million for IT services, cloud migration, and consultancy projects for pharmaceutical firms, hospitals and national governments
- Liaised with clients and engineering teams on risk assessments, financial forecasting, margin analysis, and sales projections to ensure project profitability
- Conducted comprehensive risk assessments with mitigation strategies; negotiated intellectual property terms, payment schedules, and service level agreements

Regulatory / Study Startup Manager | IQVIA**2017 / 2019**

Sofia, Bulgaria → Covering the Netherlands, Belgium

- Led team of ten startup specialists and CRAs for phase 3-4 clinical study launches, overseeing local and regulatory submissions, site contracting, trial master file uploads and visit reports
- Developed country-specific benchmarks based grant plans, fair market value, and sponsor feedback; allocated initial country budgets
- Maintained sponsor liaison for site identification and selection; reported on contracting, site initiation, patient inclusion and monitoring findings

Site Manager / Monitor | IQVIA**2016 / 2017**

Sofia, Bulgaria → Covering Belgium

- Coordinated site startup and monitoring for late-phase studies, including local and central submissions and contracting
- Trained and supported site staff to ensure protocol adherence, GCP compliance, and data integrity
- Created purchase orders and invoice proposals with calculated fees; personally processed ethics committee, regulatory authorities, and site payments

Education and certifications

Bachelor of Business Administration | TIO Business School, Utrecht, the Netherlands

International business, contract law, European law, finance and accounting

Safety and Security in Field Operations | United Nations, 2019

Global Diplomacy | University of London, 2020

Languages

Native: Dutch

Fluent: English, Bulgarian

Intermediate: German, French, Russian

Basic: Spanish, Romanian, Polish

Linguistic interests and practice: Cyrillic and Arabic handwriting

Personal notes

- International living and work experience in Poland, Bulgaria, Romania, France and Belgium
- Centrally based in Europe (near Warsaw Airport), allowing quick travel
- Experience in remote, hybrid and on-site roles, with frequent business travel
- Extensive travel exposure throughout Central/Eastern Europe, the Balkans, Turkey, the Caucasus, Middle East, Gulf states and North Africa
- Author of five books on cultural and travel topics; photography enthusiast
- Open to international assignments collaboration across cultures, languages and borders