



Regional Sales Director

Saol Therapeutics (pronounced "Sail") is a specialty pharmaceutical company focused on providing therapies to patients with unmet medical needs. The company has a strategic emphasis on spasticity and neurologic therapeutic areas. Our seasoned management team has a broad range of experience in commercialization, acquisition, licensing, formulation and product development. We are a dedicated group of professionals who have committed our life's work to developing and bringing high-value, much-needed drugs to market. We are looking for highly-skilled individuals who are patient focused, passionate, ethical, team-oriented, and who want to help build a company that will make a difference in people's lives.

SUMMARY

The Regional Sales Director is responsible for driving sales, inspiring and motivating a regional sales team while collaborating closely with the marketing director and sales leadership to develop an integrated strategy for success. The RSD will drive the execution, business results and budget of the region's sales objectives. This position provides strategic and tactical leadership for field sales, collaborates with cross-functional team members and aligns across cross functions to execute the plan and accomplish results.

ESSENTIAL FUNCTIONS:

- Meets/Exceeds Financial Goals. Ensures sales region meets/exceeds sales and other goals and targets; regularly monitors and tracks sales performance/progress, including use of budget/resources
- Expert at tactical planning and execution
- Develop mechanisms and execute on processes to regularly monitor and track sales performance/progress, including development of budget and use of budget/resources
- Strong coaching and leadership skills
- Maximize Organizational Talent. Hires outstanding talent; oversees and coaches direct reports in the field to ensure optimal results
- Developing others. Helps facilitate and support professional development of sales team members to maximize results and to enable team members to be prepared for future opportunities within the organization
- Develop and lead business planning to ensure sales results, including during product launches
- Develop strong business relationships with national and regional key opinion leaders
- Key account management and development
- Supports other commercial efforts, such as hospital system initiatives and payer, access, and distribution strategies
- Influencing and Collaboration skills. Excellent collaboration skills to optimize the relationship with marketing and alliance partners
- Develop a process to obtain timely and informative field insights that influence marketing strategy and training plans
- Works in close partnership with cross functional partners including Sales Management, Marketing, Operations, Medical, Regulatory, Customer Service, Finance and Human Resources to meet timelines and achieve business results
- Ensure compliance with all laws, regulations and policies that govern the conduct of the company
- Demonstrate high ethical and professional standards, and demonstrates company values consistently with all customers and business partners

EDUCATION REQUIREMENTS:

- MBA preferred. Bachelor's degree required

KNOWLEDGE AND SKILL REQUIREMENTS:

- Proven track record for consistently meeting or exceeding financial and/or other quantitative targets, as well as qualitative goals, for larger-scale sales or marketing organizations.
- Demonstrated ability to successfully motivate, develop and coach others.
- Strong strategic agility with ability to manage & shape both short- & long-term sales strategy
- Initiative, creativity, and the ability to manage change and work effectively in a complex, rapidly changing environment.
- Requires strong communication skills and ability to manage several priorities
- Ability to navigate cross functionally and strategically leverage relationships to achieve business results
- Knowledgeable about the industry and customers to make decisions and drive teams in all areas of the business
- Knowledge of regulatory guidelines and requirements specifically relating to promotional activities in the pharmaceutical industry
- Highly motivated, intelligent individual with strong project management, analytical, problem solving and interpersonal skills
- Effectively deliver executive presentations to senior management
- Candidate must have a minimum of 12 years of pharmaceutical sales/ marketing or life science experience. Two plus years of direct management experience preferred.
- Marketing or national account management experience preferred.

PREFERRED SKILLS AND EXPERIENCE:

- Neuroscience background (call points neurology and/ or physical medicine and rehabilitation) preferred but not required
- Product focus on biologics, expensive therapies, or injectables
- Start-up or launch experience preferred
- Product launch experience a plus
- Alliance experience a plus
- Experience managing territories with large geographies

TRAVEL REQUIREMENTS:

- Ability to travel requires attendance at business meetings, time in the field with sales team, medical conferences or working with key customers. Anticipated travel: 50-60%