



Regional Sales Director

Saol Therapeutics (pronounced "Sail") is a specialty pharmaceutical company focused on providing therapies to patients from underserved patient populations with unmet medical needs. 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 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 sales leadership and commercial stakeholders 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 functions to execute the plan and accomplish results.

ESSENTIAL FUNCTIONS:

- Ensures sales region meets/exceeds sales goals and other key deliverables
- Expert at tactical planning and execution
- Develops mechanisms and execute on processes to regularly monitor and track sales performance/ progress, including development of budget and use of resources
- Strong coaching and leadership skills
- Maximizes organizational talent. Hires outstanding talent; oversees and coaches direct reports in the field to ensure optimal results.
- Develops others. Helps facilitate and support professional development of sales team members to both maximize results and prepare team members for future opportunities within the organization.
- Develops and leads business planning to ensure sales results, including during product launches
- Cultivates 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.
- Develops 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
- Ensures compliance with all laws, regulations and policies that govern the conduct of the company
- Demonstrates 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
- 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 team performance
- 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
- Candidate must have a minimum of 12 years of pharmaceutical sales/ marketing or life science experience. Two plus years of direct management experience preferred.

PREFERRED SKILLS AND EXPERIENCE:

- Neuroscience background (call points neurology and/ or physical medicine and rehabilitation) preferred
- Product focus on biologics, expensive therapies, or injectables
- Product launch experience preferred
- Alliance experience a plus
- Experience managing territories with large geographies

ADDITIONAL 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%
- To perform the essential functions of this job, candidates may be required to register with government authorities and complete trainings as well as credentialing with industry services, which may require specific background screens, drug testing and/or proof of certain vaccinations.
- COVID-19 vaccination is required.

Successful Candidates Demonstrate Saol's Values

Trustworthy – We believe that the foundation of trust is truthfulness, transparency, and fairness. These principles will be the basis for all our interactions.

Focused on Patients – We will anchor our decisions with full consideration of their impact on our patients, believing that in doing what is right for them serves a higher purpose.

Passionate – We enjoy working hard, but are not one-dimensional, being curious about the world around us and striving to be continuous learners who surround ourselves with others who inspire and challenge us.

Nimble – We embrace new and promising opportunities while adjusting quickly and efficiently to the inevitability of change.

Entrepreneurial – We create value through our focus on providing solutions, drive to deliver results, and our ability to work together in solving business challenges with integrity.

Compensation

Saol Therapeutics is prepared to offer a competitive salary, bonus, and equity, as well as career advancement opportunities.

Apply or Learn More

Call and/or email resume to: HR@saolrx.com

