



Sales Director

Note: The use of the masculine gender includes the feminine and is employed solely to facilitate reading.

Position Summary

The Sales Director is the leader of Theratechnologies sales organization for its promoted product portfolio. His primary role will be assumed in the US market; however, the scope includes oversight of the sales organization deployed in other global territories. This position is based in Montreal, Qc, Canada, Theratechnologies Global headquarters.

Reports To

Senior Vice-President and Chief Commercial Officer Theratechnologies

Specific Responsibilities

(Duties include, but are not limited to the following)

- Ensure achievement of sales forecasts and key metrics
- Set performance goals and objectives and oversee business activities of all sales personnel
- Establish reporting and tracking requirements to monitor attainment of goals
- Establish the business rules for KAMs interactions with physicians and allied healthcare professionals in full compliance with industry regulations
- Establish the sales business plan in alignment with the marketing strategy of Theratechnologies product portfolio and lead its implementation with the National Business Director, Managed Market and hub leadership in full compliance with Theratechnologies business rules
- Develop and direct the implementation of contingency plan to drive performance
- Oversee performance management process for all sales personnel to build a high performing organization
- Establish the staffing plan and make hiring decisions for the sales organization
- Monitor changes in the access landscape to ensure the KAMs are properly deployed to optimize the market dynamics
- Determine training plan for new hires and for continuous improvement of experienced KAMs
- Provide the objectives for the incentives compensation plan

Characteristics of a Good Candidate

Skills

- Proven success in ability to negotiate and influence cross-functionally and across organization stake holders
- Must be a creative, out of the box, on the ground thinker
- Entrepreneurial spirit
- Must be committed to go above and beyond, requires a high level of translation and customization

Behavioral Competencies

- Leadership
- Decision Making
- Communication
- Motivation
- Business Acumen
- Organizational Agility

Candidate Profile

Education

- Bachelor's Degree Minimum required and MBA or advanced degree an asset

Experience

- Minimum 15 years progressive experience within Healthcare /Pharmaceutical Industry
- Minimum 10 Years in Pharmaceutical Sales leading national teams and at least 3 years of diversified Training or Managed Markets experience
- Pharmaceutical sales management in the US market preferred
- Minimum 2-3 years of marketing experience
- History of success launching products and building Sales, Marketing and related commercial operations teams

Travel

50% of the time

Bilingualism (french,English) an asset

*To apply, please send your resume to: cv@theratech.com
Only selected candidates will be contacted.*