

## National Sales Manager – Specialty (Montreal or Toronto based)

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

Can you imagine a career that touches the lives of people everywhere? Can you imagine yourself working in a fast paced and dynamic workplace where rapid decision making, entrepreneurial initiatives, customer service and community become your new vision? A vision that drives our growth and success...if so, then Paladin is the place for you!

Paladin Labs Inc., headquartered in Montreal, Canada, is a specialty pharmaceutical company focused on acquiring or in-licensing innovative pharmaceutical products for the Canadian market. Paladin has a focused marketing and sales organization that has helped it evolve into one of Canada's leading specialty pharmaceutical companies. Paladin Labs is an operating company of Endo International plc, a highly focused generics and specialty branded pharmaceutical company.

We are a dynamic and fast growing organization. Paladin is constantly looking for great people to contribute to our growing business. We believe in empowering our employees by giving them the freedom to raise new ideas and encourage decision making in an environment that fosters the growth and development of each individual. Paladin's culture is committed to building our business as well as our community, helping others, encouraging integrity and inspiring people to make a difference.

### Position Summary

The National Sales Manager's responsibility is to manage a team of 5 representatives, identify sales opportunities, and develop customer relationships. This person will also contribute to the development and execution of brand sales and marketing strategies that will result in the achievement of short and long term profit objectives.

Position is either Toronto or Montreal based and will require travel across the country to coach and work with sales representatives as well as regular travel to head office. A select territory (Maritimes) and sales quota will also be assigned to the National Sales Manager.

### Reports To

Associate Director – Xiaflex and New Product Planning

### Specific Responsibilities

1. Responsible for achieving or exceeding revenue and profitability targets.
2. Prepare employee reviews and progress reports for individual territories.
3. Design and execute effective and productive sales meetings.
4. Play a consultative role in developing national strategic and tactical brand plans and directly lead the development and tracking of territory business plans.
5. Execute marketing and sales plans with excellence including sales force recruiting, training and roll out.
6. Travel required across Canada to coach a team of 5 sales representatives and meet customers in Maritime territory:
  - a. Work with each sales representative every 4-6 weeks.
  - b. Visit customers in Maritime region (3 major cities) once per month.

## Characteristics of a Good Candidate

### 1. Leadership

A successful candidate must be able to demonstrate a proven ability to recognize opportunities, form a vision of what can be achieved and then challenge self or others to achieve breakthrough results.

### 2. Priority setting

A successful candidate must be able to handle multiple priorities well. He must be able to define who his customers are, seek to understand their needs and to set priorities with those in mind. The candidate will be able to recognize the most important issues, make effective plans and get resources in place to achieve key objectives.

### 3. Problem Solving / Analytical Skills

A successful candidate must be able to demonstrate an ability to sort through complex data, gather relevant viewpoints, identify important issues and make well-reasoned and actionable recommendations based on the finding. The candidate must be able to recognize developing problems and handle them well in the pursuit of his objectives.

### 4. Initiative and Follow Through

The candidate must be able to demonstrate an ability to get going on important priorities, overcoming obstacles and taking appropriate risks in order to keep projects moving towards objectives. The candidate must be able to handle multiple priorities well. He should be able to demonstrate a record of setting specific, stretching objectives and achieving or exceeding the

## Candidate Profile

### Required

- University degree in any of the following areas (sciences, medicine, pharmacy, business).
- Previous pharmaceutical people-leadership and sales experience.
- Strong computer skills (spreadsheet, database applications, presentation software and word processing).

### Asset

- CCPE Accreditation.
- Bilingual – written and spoken.
- Master of Business Administration (MBA)
- IMS data knowledge (TSA, Xponent, Compuscript, CDH)
- **Sales to specialists, specifically urologists and/or plastic surgeons.**

*To apply, please send your resume: [hr@paladinlabs.com](mailto:hr@paladinlabs.com)  
Only selected candidates will be contacted.*