



Director of Marketing, Specialty Care & Oncology

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 Director of Oncology and Specialty Care's responsibility is to successfully lead a marketing team in the development and achievement of short and long term objectives of the Oncology and Specialty care portfolio. The Director will guide the team in the plan development and launches of several key oncology and specialty care brands for Paladin as well as the ongoing coaching and development of the people who report to them.

Reports To

VP Commercial Operations

Specific Responsibilities

1. Lead the marketing team to deliver high quality results both short term and long term.
2. Guide the marketing team in the development and recommendation of marketing plans that will achieve forecasts and profit targets.
3. Guide the marketing team in the ongoing analysis and reporting of business results and recommendations to upper management.
4. Build organizational capacity within the business through developing the management skills of the marketing team on an ongoing basis and through seeking new ways of bringing efficiency and value to the business.
5. Determine any new resources needs and recruiting high-caliber candidates.

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/she must be able to define who his/her 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 view points, 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 or her 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.

5. Well-refined People skills

The candidate must possess well-refined skills that will allow him to effectively function in a fast-paced, heavily people oriented, team environment.

Candidate Profile

Required

- B.Comm or MBA.
- 6+ years' experience in Marketing.
- Minimum of 5 years' experience in Oncology.
- 3 years' experience with direct reports.
- Strong computer skills (Microsoft Office: Excel, PowerPoint, and Word).
- Excellent communications skills, written and oral in both French and English.

Asset

- Science background.
- Pharmaceutical sales experience.

To apply, please send your resume: hr@paladinlabs.com

Only selected candidates will be contacted.