

## National Sales Manager – Transplantation (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 5-6 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 and sales quota will also be assigned to the National Sales Manager.

### Reports To

Director of Sales

### Specific Responsibilities

- Cultivate, leverage, and develop long-term customer relationships, including C-Suite and Senior VP-Level relationships focused on the ability to identify and capitalize on opportunities that satisfy customer needs.
- Effectively teach, model, develop and coach team members to successfully manage major hospital accounts. Articulate a vision and develop and communicate the business plan.
- Develop, understand, and explain business strategies tied to market dynamics and competitive activity.
- Translate region, territory and account business plans to ensure alignment with national business plan.
- Develop and communicate goals and expectations for performance.
- Work with key stakeholders in a matrix environment in and outside the hospital setting to influence, encourage critical thinking, and drive and pull-through of business goals, while working in an extremely competitive environment.
- Develop high performing sales team through coaching and talent selection that is integrated with key internal stakeholders in National Accounts, Professional Services, Medical and Marketing. Demonstrated knowledge of Canadian Hospital and how the key departments interrelate to deliver patient care.
- Responsible for achieving or exceeding revenue and profitability targets.
- Design and execute effective and productive sales meetings.

- Execute marketing and sales plans with excellence including sales force recruiting, training and roll out.
- Travel required across Canada to coach a team of 5-6 sales representatives and meet customers in territory:
  - Work with each sales representative every 4-6 weeks.
  - Visit customers in select territory 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

- BA / BS required, MBA Preferred.
- Minimum 5 years of medical/pharmaceutical field sales experience required (pharmaceutical /medical healthcare).
- Minimum of 3 - 5 years of Pharmaceutical sales/people management experience or proven track record with healthcare account management experience. Thorough understanding of the hierarchy of all Canadian hospitals.
- 7 + years of overall professional experience is desired.

### Knowledge/Skills/Abilities

- Ability to identify competitive threats and opportunities, business trends, market place.
- Learning agility to adapt to a rapid changing healthcare market.
- Demonstrated ability to deliver on sales objectives with proven sales performance track record.
- Proven ability to translate strategic ideas and concepts into actionable plans.
- Strong written and verbal communication skills.
- Strong negotiation, strategic analysis, leadership, team building, as well as feedback and coaching skills.
- Experience with customer base and market industry knowledge. Strong Customer Relationship Skills.
- 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 nephrologists or within transplantation.

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