



National Sales Manager – Specialty Care

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 is an operating company of Endo International plc, a global specialty healthcare company focused on improving the lives of patients while creating value.

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.

Paladin is currently recruiting for a National Sales Manager based in Ontario or Quebec.

Position Summary

The NSM's responsibility is to manage a team of 5 representatives across Canada. The candidate will help identify sales opportunities, develop customer relationships, and effectively make the most of sales personnel.

Reports To

National Sales Director

Specific Responsibilities

- Analyze the region and historical sales performance to identify sales opportunities.
- Develop a plan of action that will achieve sales objectives and develop the region to its full sales potential.
- Attend head office sales and mandatory meetings.
- Track the progress of marketing messages and programs
- Manage sales teams to maximize their performance and help achieve/exceed sales and budget targets
- Screen, interview, and hire candidates
- Ensure compliance with training
- Demonstrate the appropriate coaching and counseling to prepare individuals for future development



- Conduct annual and on-going performance reviews and competency assessments
- Share best practices with direct reports and peers
- Develop local Opinion Leader relationships to achieve aligned objectives

Characteristics of a Good Candidate

Decision Making

A successful candidate must be able to make good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgment; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.

Drive for Results

The successful candidate can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and other for results.

Communications Skills

The successful candidate must be able to consistently do a good job of communicating clearly and concisely with an ability to enroll others in ideas in a way that builds commitment to them.

Problem Solving / Analytical Skills

The successful candidate must demonstrate ability to think strategically as well as 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.

Work well with others

The successful candidate must consistently demonstrate integrity and high personal standards. He or she should be able to consistently get diverse people to collaborate well on projects and earn their respect even where differences arise.

Well-refined People Skills

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

Managing and measuring work

Clearly assigns responsibility for tasks and decisions; sets clear objectives and measures; monitors process, progress and results; designs feedback loops into work



Candidate Profile

Experience, Training and Education

Required

- Bachelor's degree or equivalent with minimum of 4 years of successful pharmaceutical sales management experience and a **minimum of 10 years of related pharmaceutical sales, marketing and/or training experience**
- Experience in leading and managing high performing teams is required
- Proven successful track record of selecting, developing and retaining talented individuals
- Excellent oral and written communication
- Recent in-depth experience in specialty pharmaceutical
- Outstanding business acumen, leadership, business case development, and budget management skills; demonstrated ability to drive the performance of large teams
- Strong communication, interpersonal, teamwork, organizational and workload planning skills are required
- Analytical skills with a problem-solving attitude
- Travel Expectation: 50-60%

Preferred Asset

- Experience in following therapeutic areas : Urology, plastic surgery , infectious disease and/or specialty medicine
- Knowledge of MS CRM, IMS data knowledge (TSA, Xponent, Compuscript, CDH)
- Previous experience in marketing a brand or sales training

**Please note only those selected for an interview will be contacted.
Thank you for your interest in Paladin.*