



## Merz Canada

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Job Title: Associate Director, Portfolio Sales

Reports to: Director of Sales

Location: National

Summary: The Associate Director, Portfolio Sales will oversee the Regional Business Managers and Equipment Sales functions and drive sales of Merz Pharma Canada's full portfolio of products.

### **Job Responsibilities:**

- Direct, coach, and supervise commercial and promotional activities of the Regional Business Manager, Skincare & Device Specialists, and Capital equipment sales team to meet sales goals.
- Sets clear objectives for Sales Team in terms of activity and performance and holds them accountable for regional and territory results.
- Develop and execute national business/action plan while incorporating marketing brand plans
- Meet key employee retention objectives through proactive development, coaching, counseling and recognition.
- Maintain high proficiency of product state knowledge, precision market data and marketplace dynamics.
- Analyze sales and market trends to effectively identify future business opportunities.
- Maintain extensive knowledge of applicable selling and promotional environments/strategies.
- Responsible for the approval and control of all field related budgets.
- Manage budgeted resources and allocation based on ROI analysis.
- Organizing and planning regional and national sales meetings
- Drives the development of brand strategy through coordinator of relevant marketing teams.
- Manage the execution and delivery of sell in and sell through strategies by field team members
- Developing KOLs and key account relationships
- Developing a high-performance development program for RBMs
- Complete all administrative and reporting functions in a timely and thorough manner
- Promote and maintain compliance with Merz' promotional and commercial policies

### **Key Competencies and Qualifications:**

- BSc degree in Sales, Business Administration or relevant field, MBA preferred
- 10+ years' experience in a senior sales management and demonstrated progressive leadership roles
- 5+ years' experience within the pharmaceutical industry in KOL development
- Proven and documented track record of management sales success.
- Experience and success in recruiting and retaining a high performance sales team and a demonstrated ability to lead and motivate a diverse sales team.
- Demonstrated high quality communication and interpersonal skills. Must possess excellent analytical skills.
- Willingness to travel throughout Canada