



Santhera Pharmaceuticals (SIX: SANN) is a Swiss specialty pharmaceutical company focused on the development and commercialization of innovative pharmaceutical products for the treatment of orphan mitochondrial and neuromuscular diseases.

In September 2015, our leading product Raxone® (idebenone) received European Marketing Authorisation in the treatment of patients with LHON (Leber's Hereditary Optic Neuropathy). Raxone® is not only the first and only medicine approved for this condition, but it is also the first medicine approved for any mitochondrial disorder.

The company currently develops Raxone® in other areas of high unmet medical needs, like the treatment of Duchenne Muscular Dystrophy (DMD) and Primary Progressive Multiple Sclerosis (PPMS). In addition, Santhera's pipeline includes omigapil, an investigational drug with anti-apoptotic properties, a compound in development to address unmet medical needs for patients with Congenital Muscular Dystrophy (CMD).

For more information, please visit the company's website [www.santhera.com](http://www.santhera.com)

We are currently looking to hire a:

### **Head Field Operations - Germany**

The position is field-based in Germany, with ~50% travel in the allocated territory and regular presence at the Central Europe Cluster offices in Munich.

#### **Scope of Work**

Reporting to the GM Central European Cluster, the core thrust of this role will be to drive the market success of Santhera's first brand Raxone® in the DACH markets. The Head Field Operations will be very much externally focused; s/he will build and ensure optimal value is derived from Santhera's relationships with all stakeholder groups and audiences of relevance. The role collaborates closely with the office based Medical Affairs Director, Marketing Manager, Office Coordinator and all other functions based in the HQ.

Key characteristics related to the position are the leadership on the Field Force of Regional Managers in direct reporting, the drive and control of their activity for an optimal Share of Voice and customer equity, the close supervision of key account planning to maximize high quality customer relationships with regards LHON, DMD and other mitochondrial diseases. S/he will mentor, manage and develop the team of Regional Managers and must lead by example, interacting directly with a selected number of key customers, in overlap with other high rank Company representatives.

The position is responsible for the implementation of strategic and operational matters, for the monitoring and analysis of performance metrics, of the preparation of monthly, quarterly and annual sales forecasts and in general making sure there is a full understanding of his/her team performance at local and central HQ level.

#### **The responsibilities for this role include the following:**

- Ensures optimal effectiveness of Regional Managers team re. training, negotiation skills, activity level and targeting, coaching for high performance
- Participates in the development of market penetration strategies and tactics through input into the CEC management team and implements them locally
- Implement & manage Cluster operational plans as derivative of the overall cluster plans and in line with the international and regional guidelines.
- Manages region and territory goals, key account plans and, with GM, bonus plans
- Develops territorial structure scenarios as needed to maximize potential of the portfolio and resource utilization
- Attracts, develops and retains talents, and ensures effective coaching and performance assessment in line with Company processes in place
- Provides leadership as National Coordinator, Cluster Management member and, when applicable, in international meetings when exposed to peers and other functions

- Ensures that tracking tools and account analysis is conducted and reports, e.g. on KPI metrics, are communicated timely to drive improved performance
- S/he is personally involved in the management of selected key national accounts and relationship with key external stakeholders, especially opinion leaders
- Build and maintain excellent understanding of HCPs needs and expectations to proactively support their therapeutic decisions for the best patients outcome, in line with common clinical practice
- Attend and if needed organize meetings and training sessions with and for his/her team of RMs, being responsible for keeping gained medical and business knowledge level up to highest standard.
- Act as a link between the CEC office in Munich and customers involved in Central region activities, maintaining a fruitful, collaborative relationship with both, Central Cluster and HQ commercial ops, being fully recognized as a resource by the team;
- Complete administrative requirements and comply with guidelines and policies as set forth by line manager and company as a whole, in line with Santhera business model; train and comply with SOPs indicated in the training matrix for the respective job.

**Required background and experience:**

- Higher academic education (University degree), medical science or business related is a plus
- > 5 years' experience in pharmaceutical selling in a modern structured Company
- > 3 years specialty market experience in similar position; experience in orphan diseases is a plus
- > 3 years' experience in Sales Management, significant experience as Business Unit Leader a plus
- Demonstrated successful history of managing a performing field team
- Documented track record of success, incl. product launches and account management
- Ability to coach and develop both individuals and team, using updated methods
- Knowledge of local guidelines & regulations, good understanding of the local health care system
- Learning capacity regarding scientific and medical topics; ability to translate into therapeutic messages for direct reports and external customers
- Good interaction with cluster team coupled with ability to operate within complex networks.
- Willingness to travel extensively and on a regular basis, to guarantee sufficient time with RMs and adequate presence in the Cluster office where office time could be spent is residence is close.

**Required competencies and skills:**

- Strong leadership
- Competitive drive
- Self-starter, entrepreneurial spirit
- Open minded, creative thinker
- Excellent communication and presentation skills
- Excellent interpersonal, negotiation and influencing skills
- Able to work independently, as well as on cross-functional teams
- Well-developed ethical business standards, ability to listen, take and give feedback
- Fluency in German and English, both written and oral, additional EU languages constitute a plus
- IT proficient, including Microsoft Office (Word, Excel and PowerPoint) and use of new media

If interested to apply for this role, please send your application by email to Elyas Bozan at [ebozan@morganphilips.com](mailto:ebozan@morganphilips.com)

Please do note that Morgan Philips has exclusivity in recruitment for this vacant position at Santhera.