



Santhera Pharmaceuticals is a Swiss specialty pharmaceutical company committed to the development and commercialization of innovative medicines to meet the needs of patients living with rare diseases.

At Santhera, our people are the driving force behind our success. Our collective loyalty, courage, and resilience set us apart and help us thrive through change as a collaborative team. We create a purposeful workplace where your contribution matters, growth is fostered, and together we make a real impact for those living with rare diseases and for each other.

Come and join our team to contribute to providing treatment options for patients with rare diseases that have a severe impact on the lives of affected children and adults. You can make a difference as:

Medical Affairs Director, Iberia

Location: Spain (Remote)

Scope of Work

The Medical Affairs Director, Iberia reports directly to the General Manager (GM) of Iberia with a dotted line to the Global Head of Medical Affairs. As a key member of the Iberia Leadership Team, the Medical Director serves as a principal strategic partner to the GM, alongside the Commercial & Market Access Director. The two functions are expected to operate in very close partnership, bringing complementary perspectives to shape the Iberia strategy and drive its execution.

The role requires strong cross-functional leadership, fluid communication and coordinated decision-making across Medical, Commercial and Market Access, while preserving the appropriate independence and compliance requirements of each function.

The overall scope of the role:

- Provide effective, strategic, scientific, and medical leadership across Iberia.
- Act as a trusted strategic partner to the GM and a core member of the Iberia Leadership Team.
- Line management of the medical team.
- Develop and lead implementation of effective and aligned Iberia Medical Affairs plans in alignment with the global medical strategic plan.
- Engage with scientific leaders in relevant therapy areas to raise awareness, provide relevant information and foster scientific exchange.
- Show effective collaboration and sharing best practices between Iberia, other countries and HQ.

Key Responsibilities

- Recruit, develop, and maintain a high-performing Medical Affairs team
- Identify and implement strategic medical activities to support company goals
- Align the Iberia Medical Affairs and publication plans to Global plans
- Plan and deliver effective and aligned medical communications, congress and scientific communication plans
- Deliver tactics within budget and on time
- Develop and implement the KOL management plan and identify rising stars

- Develop and implement the local patient advocacy group engagement plan in alignment with the global PAG strategy
- Effectively support the local market access projects, reimbursement dossiers and relevant medical practices
- Contribute to and support, as needed, HQ-led Medical Affairs projects during international congresses and cross-country projects.
- Ensure adherence to Santhera SOPs and Iberia country compliance codes of practice, developing local SOPs as necessary
- Act as the Iberia Compliance Champion, applying knowledge of country codes
- Ensure effective support and collaboration between Santhera Medical Affairs and commercial team.
- Collaborate and contribute to high-priority EU/global projects
- Comply to all relevant SOPs
- Deliver timely and compliant review and approval of marketing and medical materials
- Act as the senior medical representative of the company at global projects

Required Qualifications & Experience

- Licensed Doctor (MD) or Pharmacist (PharmD) or equivalent higher scientific degree, with a strong background in rare diseases.
- Current Final ABPI Signatory status preferred
- Excellent understanding of Iberia regulatory and compliance requirements
- At least 10 years of proven experience in medical affairs in Iberia, with a focus on product launches and life cycle management
- Experience in rare diseases, neurology and/or related therapeutical areas
- Prior line management experience, at least 3 years preferred
- Strong leadership skills with the ability to work effectively in a dynamic cross-functional, matrix environment
- High proficiency in Spanish and English is mandatory. Portuguese is highly valued.
- Willingness to travel as required

Required Competencies & Skills

- Strategic vision with business focus
- Ability to build and maintain strong relationships with key opinion leaders and healthcare professionals as well as internal stakeholders
- Proactive and results-oriented, with a demonstrated ability to drive initiatives to successful completion
- Excellent planning and organisational skills
- Flexibility in switching from analytical skills and attention to detail to strategic perspective
- Knowledge of the neuromuscular disease landscape and familiarity with relevant clinical trial methodologies
- Exceptional communication and presentation skills, both written and verbal
- Ability to work both independently and collaboratively as required, in a fast-paced, matrix environment
- Resilient and perseverant, capable of dealing with ambiguity, appropriate risk-taking and decision-making in an entrepreneurial business environment
- Adaptable, open minded, solutions oriented creative thinker with the ability to thrive in a dynamic work environment

If you are interested in a multicultural, challenging, and innovative working environment and your profile matches our requirements, we are looking forward to receiving your online application in English via LinkedIn or email, at career@santhera.com

Note for agencies: Recruitment agencies are kindly invited to refrain from sending unsolicited CVs to Santhera.