



Regional Business Manager - Quebec

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 Regional Business Manager based in Quebec.

Position Summary

The RBM's responsibility is to manage a team of 9 representatives across the province of Quebec, Eastern Ontario and Atlantic. The candidate will help identify sales opportunities, develop customer relationships and effectively make the most of sales personnel.

Reports To

Director, Primary Care

Specific Responsibilities

1. Analyze the region and historical sales performance to identify sales opportunities.
2. Develop a plan of action that will achieve sales objectives and develop the region to its full sales potential.
3. Work within the region 3 to 4 days a week. Travel is necessary.
4. Attend home office sales and mandatory meetings.
5. Prepare employee reviews, progress reports, and annual forecasting for individual territories within the region.



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 5 years of pharmaceutical industry experience, or other related industry experience
- Prior experience as a Regional Business Manager in Pharmaceutical Sales, or equivalent
- Experience in leading and managing high performing teams is required



- Proven track record of inspiring and leading teams to meet or exceed expectations and goals
- Proven successful track record of selecting, developing and retaining talented individuals
- Previous experience that has required use of analytical skills, selling skills, and development of strong business acumen.
- Experience launching new brands into the Canadian marketplace
- Excellent oral and written communication
- Bilingual

Asset

- Experience in following therapeutic areas : pain, infectious disease and/or specialty medicine
- Knowledge of MS CRM, IMS data knowledge (TSA, Xponent, Compuscript, CDH)
- Demonstrated understanding of the pain market and its challenges
- Previous experience in marketing a brand

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