

## Regional Sales Manager - Oncology

Astellas Pharma Canada is currently searching for a Regional Sales Manager – Oncology reporting to the Business Unit Director – Oncology. This full-time field based role is responsible for the Toronto area to British Columbia. There is a requirement for residency in the Greater Toronto Area for this position.

### Description:

The Regional Sales Manager's primary purpose is managing, leading, motivating, developing and hiring Product Specialists for the Oncology franchise. This role will provide the leadership necessary to achieve sales goals for Astellas' products and services within defined geographic region while maximizing the business growth through close collaboration with the oncology marketing team. In addition, this role will manage the Product Specialists by providing consistent and uniform direction to the team regarding execution of sales and marketing strategies and tactics. The Regional Sales Manager will also develop the field team within the region, focusing on managing performance and career progression as well as ensure the optimal allocation of resources across the region and maintain effective communication and relationships with key external and internal customers.

### Essential Job Duties:

- Instills a culture of high engagement and proactive and open communication. Sets expectations and high standards of performance for each team member. Coaches and mentors sales team. Accurately assesses team's performance, identify and maximize talents, provide growth and development opportunities and appropriately allocate rewards/recognition.
- Maintains full complement of Product Specialists (PSs) by hiring for vacant or new positions in conjunction with the Business Unit Director and Human Resources.
- Conducts full quarterly business reviews with PSs, ensures that brand strategic direction is followed, provides coaching and counseling, and acts as a resource for the PSs. Schedules a pre-determined number of field days as agreed with the Business Unit Director.
- Manages the creation of territorial business plans, all of which should be consistent and complement the national strategic marketing plan.
- Ensures PSs receive appropriate training and development as required. Investigates appropriate educational forums to meet the developmental needs of all PSs as outlined in their individual performance reviews.
- Provides positive leadership, encouragement, and support to PS team.

- Conducts detailed midyear and annual performance reviews for all PSs.
- In conjunction with Business Unit Director, creates realistic administrative budgets and forecasts and achieves targets. Coordinates PS team activities to arrive at expense targets and achieve sales forecast. Reviews and approves assigned PS's expense reports ensuring adherence to Astellas Pharma Canada, Inc. (APCA) Travel and Entertainment Policy.
- Prepares and attends all sales meetings, national sales meetings, product launch meetings etc.
- Attends all relevant internal and external meetings as agreed upon by the Business Unit Director.
- Accountable for maintaining (self and direct reports) a thorough understanding and adherence to all applicable code, policies and regulations (i.e. Innovation Medicines Canada Code of Ethical Practices, code of conduct, etc.). Upholds a commitment to compliance and operates with integrity within all business activities. Upholds a commitment to compliance by exercising proper supervision and oversight to ensure due diligence within one's

#### **Required Qualifications**

- Bachelors degree.
- Minimum of five (5) years' experience in hospital/specialty sales in the pharmaceutical/health care industry.
- Minimum of two (2) years' sales/people management experience.
- Minimum of two (2) years' product management experience.
- Excellent communication and interpersonal skills.
- Proven leadership ability.
- Proficient in Microsoft Office and customer relationship management databases.

#### **Preferred Qualifications**

- Strong scientific background
- Experience in Oncology.
- Bilingual English/French.

If your skills and experience match our needs, please email your resume to:

[employment@astellas.com](mailto:employment@astellas.com).

Astellas Pharma Canada welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the hiring process.

*No telephone inquiries, in-person applications, or agencies please. While we appreciate all applications, only candidates under consideration will be contacted.*