

Regional Sales Manager, Urology

Astellas Pharma Canada is currently searching for a Regional Sales Manager, Urology for the Ontario region.

Description

The Regional Sales Manager's primary purpose is managing, leading, motivating, developing and hiring Product Specialists for the Urology franchise. Provide the leadership necessary to achieve sales goals for Astellas' products and services within defined geographic region. Maximize business growth through close collaboration with National Sales Manager. Manage Product Specialists and provide consistent and uniform direction to team regarding execution of sales and marketing strategies and tactics. Develop the field team within the region, focusing on managing performance and career progression. Ensure the optimal allocation of resources across the region and maintain effective communication and relationships with key external and internal customers.

Essential Job Duties

1. Maintains full complement of Product Specialists (PSs) by hiring for vacant or new positions in conjunction with the National Sales Manager and Human Resources.
2. In conjunction with the National Sales Manager, conducts full quarterly business reviews with PSs, ensures that brand strategic direction is followed, provides coaching and counseling, re-establish customer contact and acts as a resource for the PSs. Schedules a pre-determined number of field days as agreed with the National Sales Manager.
3. In conjunction with National Sales Manager, manages the creation of territorial business plans, all of which should be consistent and complement the national strategic marketing plan.
4. 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 region.
5. 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.
6. Provides positive leadership, encouragement, and support to PS team.

7. Conducts detailed midyear and annual performance reviews for all PSs.
8. In conjunction with National Sales Manager, 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.
9. Prepares and attends all sales meetings, national sales meetings, product launch meetings etc.
10. Attends all relevant internal and external meetings as agreed upon by the Business Unit Director.

Required Qualifications

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

Preferred Qualifications

- Degree in life sciences
- People management experience.
- Minimum of two years at the Sales Manager level.
- Minimum of 2 years Product Management experience.
- Experience in Urology.
- Bilingual English/French.

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