

DATE: April 2022
POSITION: Regional Sales Manager

LOCATION: Multiple locations available; see details below
REPORTS TO: Vice President, Sales
FLSA STATUS: Exempt
DEPARTMENT: Sales

Who We Are:

At Impel Pharmaceuticals we are focused on developing and commercializing transformative therapies for people living with central nervous system (CNS) disorders through the pioneering of an optimized approach to drug delivery. Our investigational therapies are enabled by the Company's proprietary upper nasal delivery technology, known as the Precision Olfactory Delivery, [or POD[®], device.](#)

Accountability Objective:

We are looking for top-performing Regional Sales Managers with a competitive spirit and experience in new drug product launch, preferably in migraine or Neurology. You will manage a team of dynamic and successful Neurology Sales Specialists in early stages of the launch of our first commercial product. This is an opportunity to work with an amazing team, support the launch an innovate brand, and establish the energetic and performance-based culture needed to build a company.

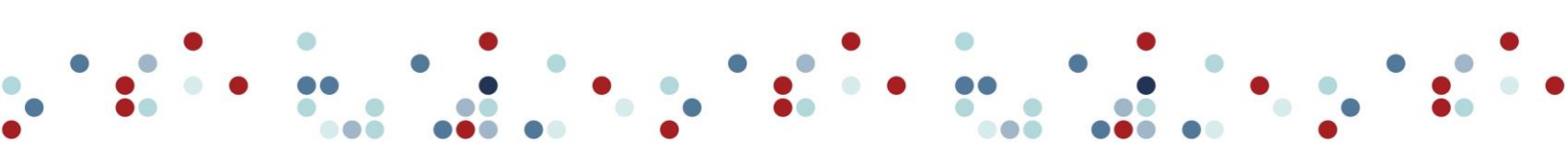
The Regional Sales Manager (RSM) position reports directly to the VP of Sales and oversees a regional team of top Neurology Sales Specialists. The RSM provides leadership to achieve sales goals using Impel's marketing strategies as well as managing performance and effective communications with the sales team, internal team members and external customers.

Available regions include:

- Mountain (Phoenix preferred, Denver or Las Vegas considered)
- Midwest (Chicago preferred)
- Northeast (Metro NY preferred, Boston considered)

ESSENTIAL DUTIES AND RESPONSIBILITIES includes the following.

- Coach and develop a team of Neurology Sales Specialists to meet or exceed sales goals and targets
- Execute a strategic Regional Sales Plan that is focused on assigned centers of excellence, key neurology accounts & primary care accounts to support key business drivers while supporting National Brand and Corporate Strategies
- Execute launch strategies for TRUDHESA and future product launches to ensure proper positioning in the marketplace
- Maintain expert knowledge on region's managed care access environment and partner with the Managed Markets team to implement and measure push and pull-through initiatives that support achieving sales objectives



- Develop and maintain strong relationships with key opinion leaders in region
- Monitor external trends and competitive market and share findings with peers, VP of Sales, and other key stakeholders
- Provide verbal and written feedback on performance and development on a regular and timely basis, as observed through virtual and face to face interactions
- Provide team leadership and ensure that the team performs with integrity
- Understand the regulatory environment and comply with all legal and regulatory requirements, including those of the Food, Drug and Cosmetic Act, the Prescription Drug Marketing Act, the Pharma Code, the OIG guidelines
- Present a positive and professional image of Impel Pharmaceuticals and ensure that the region's activities are consistent with Impel Pharmaceuticals' ethical pharmaceutical marketing and compliance laws and regulations
- Oversee the proper utilization of corporate resources and assets
- Perform all activities within budget

EDUCATION, EXPERIENCE AND/OR SKILLS REQUIRED

- Bachelor's Degree
- At least 5 years of prior Pharmaceutical Sales Management Experience
 - Strongly prefer neurology or migraine experience
 - Strongly prefer experience working with specialty pharmacy channels
- Proven track record of launch success
- Previous Key Account Management experience a plus
- Outstanding interpersonal & communication skills, including building strong working relationships, and managing and resolving conflict
- Results oriented / Team oriented
- Ability to travel up to 75% including overnight travel
- Current knowledge of all relevant industry, legal and regulatory compliance guidelines
- Commitment to the highest ethical, legal, regulatory, and scientific standards
- Must possess a valid driver's license
- COVID-19 vaccination: An essential requirement of the position is conducting in-person visits, meetings, training, and educational sessions, and other in-person communications with HCPs and other healthcare customers. At this time, HCPs and other healthcare customers are restricting in-person visits without proof of vaccination against COVID-19. Accordingly, proof of vaccination against COVID-19 is an essential requirement for this position.

CULTURAL COMPETENCIES

- **Collaborative:** Works together in an intersection of common goals by sharing knowledge, learning, and building consensus with others.
- **Flexibility:** Develops new or diverse strategies to achieve organizational goals. Able to lead in a changing and challenging work environment. Manages competing demands and unexpected events.
- **Ownership:** Demonstrates full ownership and takes accountability for the actions and execution of both self and the department.



- **Leadership:** Ability to be dynamic and visionary, and able to define clear and specific objectives, tasks, and responsibilities.
- **Initiative:** Measures self against a standard of excellence. Demonstrates persistence and overcomes obstacles, takes calculated risks to accomplish goals. Ability to work a demanding, primarily self-directed work schedule.
- **Professionalism:** Works well in a fast-paced environment; treats others with respect and consideration; accepts responsibility for own actions. Understands business implications of decisions, aligns work with strategic goals. Meets deadlines and commitments.
- **Communication Skills:** Clearly and persuasively communicates verbally and in writing. Listens and seeks clarification; manages difficult situations; maintains confidentiality.
- **Problem Solving:** Conducts appropriate analysis and makes clear, consistent, and timely decisions.
- **Detail minded:** Demonstrates accuracy and thoroughness; monitors own work to ensure quality and organization. Strong attention to detail while multitasking.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Must have demonstrated ability to multitask in high pressure, changing conditions. Sitting, standing, stooping and lifting up to 30 pounds may be required.

WORKING CONDITIONS

When based in the office or health clinic, expect a noise level typically moderate for offices.

PRIMARY LOCATION & TRAVEL

This position should be located within the targeted areas (referenced above). We anticipate that on an ongoing basis this role will be a field-based position although incumbent will need to participate in face-to-face Corporate and Commercial leadership meetings as needed. Travel up to 75% to meet the ongoing needs of the business.

