



- 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.

