

**POSITION:** Neurology Sales Specialist

**DATE:** May 2023

**Desired Territory:** Pacific West – Los Angeles N

**REPORTS TO:** Regional Sales Manager

**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<sup>®</sup>, device.

**Accountability Objective:**

We are looking for top-performing Neurology Sales Specialists (NSS) with a competitive spirit and experience in new drug product launch, preferably in migraine or Neurology. You will join an energetic, nimble, and performance-based team with a focus on migraine. This is an opportunity to own your geography (no mirror) and introduce a new technology in a dynamic and competitive market.

The Neurology Sales Specialists report directly to a team of dedicated and seasoned Regional Sales Managers and are responsible for driving performance in top headache centers, neurology accounts and only the most productive primary care accounts.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** includes the following.

- Operate with a sense of urgency to drive appropriate utilization of TRUDHESA by working both independently and collaboratively with colleagues
- Anticipate potential barriers to achievement of goals and propose responsible solutions for success
- Develop and implement data driven and effective customer specific territory plans with Regional Sales Managers
- Expertly deliver in-person (virtual if necessary) approved product, access, and corporate messaging
- Effectively anticipate and handle customer objections and exceed customer expectations by delivering value to Health Care Professionals and accounts
- Maintain expert knowledge on territory 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
- Provide relevant, thoughtful input to other commercial colleagues (e.g., sales leadership, regional sales managers) regarding strategic and tactical planning for territory, region, and nation
- 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 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**

- Must be located within the desired territory
- Bachelor's Degree
- At least 3 years of pharmaceutical specialty sales experience
  - Strongly prefer Migraine experience or Neurology
  - Prefer experience working with specialty pharmacy
- Proven track record of launch success
- Outstanding communication and analytical skills
- Results oriented / Team oriented
- Ability to travel up to 50% 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 (and maintain) a valid driver's license
- Ability to operate in a fast-paced, evolving and sometimes ambiguous environment while maintaining focus needed to meet/exceed corporate goals
- COVID-19 vaccination: An essential requirement of the NSS is conducting in-person visits, meetings, training, educational sessions, and other in-person communications with HCPs and other healthcare customers. At this time, many HCPs, other healthcare customers and institutions requiring credentialing, are prohibiting in-person visits without proof of completed vaccination against COVID-19. Accordingly, proof of vaccination against COVID-19 is an essential requirement to be hired for this role.

#### **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 of packages/laboratory equipment 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**

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 50% to meet the ongoing needs of the business.

#### **COMPENSATION AND TOTAL REWARD DETAILS**

Base salary pay range is \$115,000 - \$145,000 and eligibility for a sales incentive target of \$40,000 annually. Actual placement within the range is dependent on multiple factors, including but not limited to skills, education, experience and location. Benefits for this position include flexible paid time off (PTO), health benefits to include Medical, Dental and Vision, company match 401k and company car.

