

Company Overview

Esperion is a small company doing big things. Our innovative team of lipid management experts are committed to leveraging our understanding of cholesterol biosynthesis to develop innovative therapies for the treatment of patients with elevated low-density lipoprotein (LDL-C). At Esperion we are passionately committed to bringing complementary therapies to the hypercholesterolemia space that address unmet patient needs in a way that is “patient-friendly, physician-friendly and payer-friendly.”

Esperion’s corporate headquarters are located in Ann Arbor, MI. The Company offers a competitive salary including a performance-based bonus program and stock-based compensation, a comprehensive benefits package including a 401(k) matching plan and health insurance, and paid time off and holidays.

Position Title: Chief Compliance Officer (Compliance Officer)

The Chief Compliance Officer (Compliance Officer) is responsible for designing, implementing and maintaining a first-class healthcare Compliance Program and ensuring that a culture of compliance is embedded within the organization at all levels. The Compliance Officer ensures that the Company and its colleagues comply with applicable healthcare-related laws and regulations. The Compliance Officer reviews and evaluates compliance issues/concerns; monitors and reports on healthcare compliance/ethics efforts; and is responsible for building and leading comprehensive efforts within the Company related to healthcare compliance. The Compliance Officer must exhibit the highest level of integrity and ethics.

Preferred Location: Remote – US

Essential Duties and Responsibilities*

- Develop a first-class corporate compliance program to support the Company in achieving its business goals while ensuring a high level of integrity and ethics is maintained at all times.
- Institute and maintain a compliance communication program for the company, including the establishment and management of a compliance hotline. Disseminate information to and educate employees regarding a broad spectrum of compliance-related topics, including promoting use of the compliance hotline, heightened awareness of the Code of Business Conduct and Ethics, and understanding of new and existing compliance issues and related policies and procedures.
- Develop, coordinate, and administer an effective compliance training program to ensure that all appropriate employees, management, and external representatives are knowledgeable of, and comply with, applicable obligations, including requirements imposed by Federal healthcare programs.
- Ensure appropriate policies and procedures for the general operation of the Company’s compliance program and its related activities are created, adopted, published, and communicated to employees in order to prevent illegal, unethical, or improper conduct.
- Ensure that compliance issues/concerns within the organization are being appropriately evaluated, investigated, and resolved, and that there is an effective and consistent system of discipline to address any misconduct.
- Respond to alleged violations of laws, regulations, policies, and procedures by evaluating or recommending the initiation of investigative procedures. Implement investigative procedures and oversees investigation process, including conducting or managing privileged compliance investigations.
- Develop and implement internal auditing, field monitoring, and reporting programs to monitor compliance with applicable laws, regulations, policies, and procedures.

- Periodically review and update the Code of Business Conduct and Ethics to ensure continued relevance in providing guidance to management and employees and deliver required training to the Company's internal and external representatives, as appropriate.
- Establish and implement periodic risk assessments, audits, and reporting procedures to identify potential areas of compliance vulnerability and risk. Develop and implement preventative and corrective action plans to mitigate identified risks.
- Provide reports on a regular basis, and as directed or requested, to keep the Compliance Committee, the Board of Directors, and senior management informed of the operation and progress of the compliance program.
- Continually find opportunities to strengthen and improve the culture of compliance, including partnering with appropriate functions to build relationships with the compliance department.
- Take an active measure to partner with senior leadership to reinforce culture of compliance at the company through communications and outreach activities.

**additional duties and responsibilities not listed here may be required*

Qualifications (Education & Experience)

- Bachelor's degree or higher in Healthcare Administration or Business Administration, or equivalent required; JD preferred.
- At least fifteen (15) years' industry-related experience in global healthcare corporate compliance/legal with a demonstrated in-depth understanding of the operation of multiple functions in pharmaceutical organization and the applicable legal, regulatory, and compliance matters affecting these organizations.
- At least 8 years of experience in a compliance leadership role, including experience designing, implementing, and managing a successful compliance organization from the ground up.
- Demonstrated knowledge and understanding of federal healthcare program laws including, but not limited to Anti-Kickback Statute and False Claims act.
- Demonstrated knowledge of Foreign Corrupt Practices Act, Physician Payments Sunshine Act, and other federal compliance reporting requirements, including Medicare and Medicaid.
- Demonstrated experience with launching new compliance programs, from creation to implementation.
- Proven leadership capabilities grounded in the highest ethical standards with the confidence to present information to individuals at all levels, including the Company's Board of Directors.
- Self-starter with ability to translate strategies into goals and implement action plans, both strategically and tactically.
- Ability to work in a fast-paced environment and handle multiple, conflicting priorities while managing a substantial workload.
- Demonstrated ability to think strategically and pay close attention to detail.
- Strong ability to build credibility and communicate effectively with individuals and teams at all levels of the organization and to inspire confidence and support for compliance initiatives.
- Ability to oversee complex projects and lead them to successful completion in an organized, efficient, and effective manner.
- Demonstrated effective and efficient analytical, problem solving and decision-making skills.
- Demonstrated ability to work collaboratively with a field sales organization.
- Demonstrated capability to have impact and influence without direct management authority
- Capable of describing rationale and affecting others learning both to support change and to reinforce individual accountability and ownership of the Company's values and ethics.

Notice to Agency and Search Firm Representatives: *Esperion Therapeutics is not accepting unsolicited assistance from agencies and/or search firms for any job posted on this or a referring site. Please, no phone calls or emails. All resumes submitted by an agency and/or search firm to any employee at Esperion via email, the internet, or in any other form and/or method without a valid written agreement in place will be deemed the sole property of Esperion. No fees will be paid in the event that a candidate is hired by Esperion as a result of an unsolicited agency and/or search firm referral.*

All qualified applicants are requested to submit a cover letter and CV via email to hr@esperion.com.