Esperion
The Lipid Management Company

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: Associate Director / Director, Commercial Analysis

Associate Director / Director, Commercial Analysis is responsible for ensuring the management, administration, and implementation of various processes, systems and tools designed to improve sales productivity and effectiveness, including commercial sales data management, reporting and analysis. The individual will partner with commercial leadership to ensure the creation, implementation, and ongoing support of all job responsibilities required to achieve yearly field objectives.

Preferred Location: Remote - US

Essential Duties and Responsibilities*

- Acts as business owner for commercial Rx data and supporting warehouses, tools, and systems, as well as reporting and analytic processes used to generate business insights.
- Partner and work closely with Senior Leadership/Functional heads to understand their business reporting and analytics/KPI needs
- Maintain the accuracy, quality, timeliness, cleanliness, consistency and integrity of data by establishing, implementing, and maintaining data standards for the organization to ensure strong strategic and tactical decisions are being made by sales & marketing.
- Provide data and analysis to support sales field alignment, targeting, call planning, incentive compensation, sample compliance, sales and field activity reporting and aggregate spend reporting.
- Manage daily relationships with third party vendors. Document inbound and outbound data interfaces with vendors and perform user acceptance testing of deliverables. Supervise the coordination between business users and internal/external groups when integrating changes.
- Leverage Rx, sales, patient-level, claims, managed care, and other datasets to craft insights to produce consistent overviews of team, product, and portfolio performance
- Provide weekly reporting on overall brand performance and market trends as well as analytics that provide insightful and objective commentary
- Partner with sales and marketing to create a comprehensive monthly trends and insights report/dashboard to address the current state of the business
- Perform ad-hoc queries for leadership across all functions (executive admin, sales, marketing, etc.); be an internal expert and resource
- Provide analytic support, input, and recommendations into launch plan and periodic plan of action (POA) processes
- Define and evaluate needs and solutions in business areas while enhancing services based on customer feedback

- Manage the creation and delivery of on-boarding training for all new field staff to ensure effective understanding, use and compliance with key field analytic and reporting systems
- Ensure that all aspects of assigned areas are conducted in a compliant fashion and are aligned to the needs of the sales organization and overall corporate direction/strategy/goals

additional duties and responsibilities not listed here may be required

Qualifications (Education & Experience)

- Bachelor's degree in business, computer science, or life science discipline; MBA or other advanced degree preferred.
- 10+ years of experience in pharmaceutical commercial analytics and/or sales operations
- Experience in building teams and in supporting product launches
- Possess an ability to translate technical, advanced analytics across the company into a clear narrative with recommendations to help improve our commercial business.
- Ability to understand business requirements, propose solutions, gain alignment and execute plans successfully
- Ability to focus on process improvement and the development of sustainable / predictable solutions
- Ability to synthesize data from multiple sources to address complex business questions with articulate, actionable, and fact-based insights and recommendations
- Ability to run basic statistical/analytic/ROI analyses, contribute to new analysis methodologies, and engage with analytics/statistical modeling experts as needed
- Experience with pharmaceutical data sources (e.g., Iqvia, Symphony, claims, lab, and other syndicated data sources)
- Experience working with CRM applications and data systems such as Veeva, Salesforce, etc.
- Experience in managing and organizing large datasets using programming languages such as SQL, SAS, Python, etc.
- Deep experience with data visualization and business intelligence tools such as Tableau, Qlikview, Microstrategy, etc.
- Proven ability to work creatively in a small company, fast-paced environment maintaining flexibility and changing priorities to meet demanding timelines
- Strong leadership, analytical and communication skills required
- Demonstrated ability to develop effective / collaborative working relationships
- Excellent project management skills with demonstrated ability to lead multiple projects and priorities
- Proficient with other Microsoft Office applications including Excel, PowerPoint and Word to develop various presentations, reports, and documents for a variety of constituencies at Esperion

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