

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: Vice President, Sales

The Vice President, Sales is responsible for leading and providing strategic direction for Commercial Sales, including sales strategies, productivity, sales training and effectiveness, and ensuring achievement of performance targets and budgeted sales goals. As the leader of the Company’s field sales force, the Vice President, Sales is responsible for direct management, development, and supervision of Regional Sales Directors and their implementation of processes within local geography in accordance with approved sales and marketing resources and ensuring all sales personnel operate in an effective, efficient and compliant manner. This role reports into the Chief Commercial Officer, participating on the Commercial leadership team to drive the Commercial strategy, and overseeing field Sales. Available as a remote position from a home-based office.

Preferred Location: Remote – US

Essential Duties and Responsibilities*

- Develop and implement national business plans, manage national, regional and district budgets and maintain overall responsibility of action plans for all Regions and Districts.
- Establish and maintain effective communications among all Regional Sales Directors (RSDs) and District Managers (DMs); organize and monitor performance to achieve the business potential of Regions and Districts.
- Review performance metrics with RSDs and DMs to ensure sales team is achieving maximum sales results.
- Monitor accuracy and efficient distribution of sales reports and other analytical intelligence.
- Plan and conduct meetings with the Sales Management Team; ensure appropriate leadership by developing and inspiring the Sales Management Team
- Provide input to senior leadership and Commercial Operations in the development and administration of sales incentive compensation programs.
- Monitor and strive to maintain consistency between Sales and Marketing efforts and ensure high standards for executing business initiatives.
- Work closely with senior leadership and Marketing to collaborate on business initiatives and approved marketing programs.
- Responsible for implementing the marketing plans set according to the Company’s strategic brand imperatives.
- Work closely with senior leadership and Market Access to maximize reimbursement from commercial & government payers.
- Execute and oversee Regional Quarterly Business Reviews and participate in the Quarterly Executive Business Reviews.
- Provide input on the development and implementation of sales training strategies, plans and processes to support commercial goals, including all training programs involving customer-facing roles within the Sales team.

- Collaborate cross functionally with Marketing, Commercial Operations, Business Analytics & Insights, and Market Access.
- Create and manage regional and district plans including message, reach and frequency, and budget goals. Responsible for goal- and target-setting.
- Conduct performance reviews for direct reports and oversee the process of District and Territory Business Manager reviews.
- Responsible for keeping the executive leadership team current and fully informed on market conditions and field sales marketing programs.
- Oversee and manage regional and national meetings, conventions, etc.
- Develop and maintain good business relationships with key customers and thought leaders through personal contacts while working with the field.
- Co-travel with RSDs, DMs and Representatives to remain knowledgeable on customer needs and address customer issues if necessary.
- Actively participate on the Commercial leadership team to contribute to both the short- and long-term Commercial strategy.
- Evaluate account management performance against budget to ensure a cost-effective allocation of resources and appropriate management reporting.
- Select and manage all vendors/agencies successfully and effectively.
- Hire, inspire, align, mentor, and motivate direct reports and other Sales team members.
- Ensure that all actions and those of his/her team both internally and through vendors working on our behalf, are in compliance with all laws, regulations and policies and demonstrate Company values.

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

Qualifications (Education & Experience)

- Bachelor's degree in Marketing, Business, scientific or related field; advanced degree or MBA preferred.
- 15+ years of progressive commercial leadership experience in the pharmaceutical, biotechnology or healthcare industry.
- At least 5 years leading a sales and/or marketing operational function in a U.S. pharmaceutical or biopharmaceutical organization.
- Broad cross-functional experience in other commercial roles, such as Marketing, Sales Operations, Medical, National/Corporate Accounts, Managed Markets, etc.
- Proven track record of success in launching new products and/or indications and building sales teams.
- Experience in neurology and/or pain management preferred.
- Deep experience in both the medical and pharmacy benefit markets, with strong level of understanding of pricing, government payers, and specialty pharmaceutical markets.
- Possess good understanding of current issues within the marketplace, pharmaceutical industry, and national health care system.
- Knowledge and understanding of the drug development, regulatory review and commercialization processes for specialized products.
- Ideally individual will have established key contacts at the national and regional level.
- Strategic outlook, combined with outstanding analytical ability and problem-solving skills.
- Well-developed leadership skills, and the ability to influence people at all levels inside and outside the organization.
- Demonstrates a track record of successfully commercializing new products and/or expanding commercial opportunities for existing products. Sets compelling goals and is tenacious in accomplishing them. Ability to set priorities, allocate resources, take accountability, and achieve results.

- Ability to embrace the Esperion culture, and to provide the insight and leadership to allow the culture to continue to develop and thrive as the company grows. Passionate about the mission and reputation of the Company, and the importance of alignment with internal and external stakeholders.
- Has an entrepreneurial spirit and is comfortable multi-tasking and working in a fast-paced, scrappy, growth-oriented environment.
- Forges strong, diverse teams of people with multiple perspectives and talents. Creates an environment in which cross-functional teams are highly motivated to accomplish goals.
- High degree of customer focus.
- Demonstrates excellent presentation and communication skills. Has the ability to influence and work successfully with varied audiences, including customers, colleagues, scientific and technical leaders, pharmaceutical and business partners, collaborators, investors and senior executives.
- Demonstrated leadership focused on driving results and the ability to manage through adversity.
- Strong vision to building out functional area within a fast-moving environment. Successful track record in hiring, managing and developing direct reports, including external partners.
- Travel requirement: Up to 70% including overnight stays.

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.