



*Position Title: Director, Account Management*

*Department: Commercial*

*Reports To (title): Vice President, Market Access and Trade*

*Location: King of Prussia, PA*

*Date: 8/18/17*

Exempt     Non-Exempt

*Summary of Position:*

The Director of Account Management is responsible for achieving optimal formulary access for Paratek Pharmaceuticals products with targeted customers including, but not limited to, Managed Care Organizations (MCOs), Pharmacy Benefit Managers (PBMs) and other organized customers. This access is achieved through the implementation of a payer strategy including formulary contracting, product positioning and account management. This individual is responsible for leading the Account Team in managing the strategic relationships with assigned national and regional accounts across the US and Puerto Rico. This individual serves as a leader in setting strategic business direction for Paratek Account Managers and as a role model for the entire Market Access organization.

*Position Responsibilities:*

- Creates and sustains a work culture characterized by consistent demonstration of the Paratek Values and Commercial Core Competencies to deliver results
- Communicates a compelling vision for the team in alignment with Paratek strategies and goals and models a commitment to this vision
- Works cross-functionally with Field Sales leadership, Medical Affairs, Finance, Legal, Regulatory, Compliance, Commercial Operations, Market Research and Marketing to communicate all aspects of the Market Access business and secure formulary access
- Communicates effectively both within Paratek as well as outside Paratek to the payer community and other key constituents
- Ensures the team operates in full compliance with company policies and corporate governance
- Acts as the liaison between the corporate office and Market Access Account Team
- Develops and sustains a performance-driven and competitive mindset within the team in order to drive business results. This is achieved, in part, through an adherence to the performance review process and establishing metrics for success with each individual on the team.
- Leads the development of business plans for the Account Team
- Leads in the development and implementation of strategic initiatives related to public and private payers
- Effectively executes all business strategies to consistently meet or exceed product access and sales goals
- Oversees the management of all aspects of contract execution and compliance with payers and other relevant organized customers
- Maintains in-depth knowledge of the reimbursement landscape and partners with Sales leadership to maximize pull and push-through initiatives with the Account Team
- Ensures the business planning process and MBOs are implemented and reviewed quarterly for progress and/or course correction
- Continually reviews assigned targeted accounts to analyze the business and develop strategies and tactics to meet objectives
- Identifies critical success factors and develops impactful business plans to address them

- Effectively communicates with the Market Access leadership team and overall Commercial team on key market trends and events as needed
- Attracts, develops and retains performance-driven team members and identifies current and future talent needs
- Ensures an effective performance management process is in place and specific development plans are implemented for each team member
- Partners with Sales Training to ensure professional growth and development
- Provides ongoing feedback, development and performance reviews of staff
- Integrates qualitative and quantitative information, anticipating and adapting to changing market conditions and priorities
- Implements the account strategies through effective management of all resources
- Operate within budgets set and agreed to by the Vice President - Market Access and Trade

*Candidate Requirements:*

- In-depth knowledge of state and government pharmaceutical related policy, current trends in CMS regulation and reimbursement modalities
- Demonstrated creativity and strategic relationship building
- Proven leadership skills and strong analytic and business acumen
- Well-developed relationship management and consultative sales skills
- Self-directed and confident, with developed ability to build team work centered on shared commitment and goals to achieve high standards of performance
- Excellent written, verbal, presentation and communication skills
- Strong interpersonal, influencing leadership skills
- Excellent time management skills with a sense of urgency and a proven ability to work on multiple projects at any given time
- Effective executive level communication and negotiation skills
- Proven ability to motivate and inspire a team to consistently perform at a high level
- Strong project management and analytical thinking
- Demonstrated ability to develop, communicate, and implement successful strategic initiatives

*Additional Information:*

- Technology needs: Proficiency in Microsoft Office
- Travel requirements (%): The geography is national in scope and the average travel for this position is 30% with some variation based upon the time of year and the demands of business imperatives. Travel will include various forms of transportation including driving and flying (domestic and international) to work with direct reports, Customers, Sales Meetings, Conventions and corporate headquarters.
- Valid and current driver's license and current auto insurance is required.