



Position Title: Executive or Senior Director, Medical Science

Department: Clinical Development and Medical Affairs

Reports To (title): Executive Director, Clinical Microbiology

Location: Boston, MA or Philadelphia, PA preferred

Date:

Exempt Non-Exempt

Summary of Position:

The Executive or Senior Director Medical Science will be a senior leader in the Clinical Development and Medical Affairs (CDMA) organization responsible for Medical Sciences including the company's regional MSL team. This role will be responsible for developing both strategic and tactical plans to engage scientific thought leaders and will be responsible for recruiting and developing highly trained and experienced MSLs who understand research and clinical practice and have experience within the anti-infective area. Working with the Medical Affairs management team, this individual develops MSL strategic plans to align with medical and clinical organizational objectives including product strategy, training, education, thought leader identification and engagement, medical information, publications and research (clinical, non-clinical and health economics outcomes research). She/he will also develop tactical plans and provide operational support to the MSL team in order to engage thought leaders through scientific and medical dialogue.

Position Responsibilities:

- A senior leader in the CDMA organization, who will broadly influence medical science and clinical development strategy.
- Being a key member of the Brand leadership team, helping to drive the evolution of the MSL role at Paratek.
- Establish vision, strategy, and objectives for the MSL team that are aligned with medical strategies and accountable for achieving MSL medical objectives.
- Combine broad therapeutic and disease area knowledge and business acumen to develop MSL strategies and tactics.
- Allocates MSL resources that delivers medical and clinical objectives.
- Quantify and report MSL impact on medical objectives.
- Looks for opportunities to align MSL activities and resources, minimizing costs and increasing efficiencies.
- Creates the MSL material to support MSL and thought leader interaction, ensuring the proper approval process, and maintaining regulatory and compliance expertise for both internal and external practices.
- Responsible oversight for the dissemination of scientific information within all corporate, regulatory and compliance guidelines.
- Responsible for MSL competencies including regulations, guidelines, and clinical/scientific information.
- Accountable for MSL compliance and protecting Paratek from risk. Keeps all interactions and materials "audit ready", and conducts regular management audits of the MSL team activities.
- Attends appropriate scientific meetings to maintain disease area expertise. Ensures that major medical congresses and scientific forums of interest are covered by MSLs.
- Proactively analyzes medical/scientific needs to identify opportunities that inform medical strategy and tactics. Responsible for competitive intelligence gathering and insights that could impact marketed products and development programs.
- Financially accountable for the MSL group budget and operating expenses.

- Manages Performance Management process, Development Plans, and Succession Planning for the MSL team.
- Maintains proactive and responsible communication regarding MSL activities, strategies, and outcomes with internal stakeholders including Clinical Development and Medical Affairs organization and Commercial.
- Establishes a productive work environment, by creating trust and respect within the MSL group, and establishes her/himself as a trusted partner, reflecting the Paratek Core Values.

Candidate Requirements:

- Advanced Life Science degree required, Masters or Doctorate strongly preferred. (MD, PharmD, PhD, RNP, RPh).
- Previous (>7 years) field medical and medical affairs required; recent experience in Anti-Infectives highly desired.
- Greater than or equal to 5 years of direct people management required.
- Demonstrated leadership success in a pharmaceutical or biotech company required.
- High degree of professionalism, integrity and collaboration required.
- Exceptional verbal and written communication skills required.
- Experience with post marketing studies and Investigator Initiated Research preferred.
- Experience with strategic and tactical planning for marketed product preferred.
- Strong leadership, team building, negotiation, and ability to execute required.
- Ability to travel required.

Key Leadership Competencies:

- Builds strong relationships with external and internal stakeholders to achieve goals and to enable higher performance.
- Learns quickly and adapts easily to change.
- Creates a learning environment, open to suggestions and experimentation for improvement.
- Embraces the ideas of others, nurtures innovation, and manages innovation to reality.

Additional Information:

- Technology needs:
- Travel requirements (%): 30-50% (as needed)