



Santhera Pharmaceuticals is a Swiss specialty pharmaceutical company focused on medical science and the development and commercialization of innovative pharmaceutical products for the treatment of rare neuromuscular diseases with high unmet medical need. For further information, please visit the Company's website www.santhera.com

Come and join our team to contribute to providing treatment options for patients with rare diseases that have a severe impact on the lives of affected children and adults. You can make a difference as:

General Manager Italy

Location: Italy, Remote

Scope of Work

The General Manager (GM) has the full responsibility for the commercialization strategy and the organization of the locally operating company (LOC) which has a presence in the geographic area defined as Italy (including eventual additional territories). The GM will supervise the development of the local company strategy and tactical implementation in each of the countries. The Job Holder will select and manage a dedicated team of experts which will support the core tasks and will report to the Head European Affiliates. The GM is a core member of the European Commercial Leadership Team (EU-CLT).

Key Responsibilities

- The LOC's annual budget, top and bottom line as well as cash flow targets aimed at a maximum value return.
- Defining and implementing market access and market entry strategies for the LOC.
- Obtaining and maintaining price and reimbursement within acceptable band in each country, in close cooperation with central Market Access functions.
- Recruiting and leading the LOC-team, consisting of a medical affairs director, marketing manager, (if required a local market access manager) an approved number of regional managers, and supporting staff, who will implement the approved strategies and tactics.
- Create the algorithm to list and prioritise all actions in different countries integrating all available sources, both internal and 3rd-party-based.
- Build up and maintain key stakeholder relationships in each country by contacting/visiting these stakeholders regularly.
- Interact with the European structure and obtain adequate support for medical, regulatory, quality, market access, legal, marketing and P&C matters.
- Ensure best managed behaviours to constantly meet highest standards related to compliance, legal, ethical and social responsibility and as required by the local law and our organizational culture; control that all activities under his responsibilities are in line with company policies, procedures and values.

Required Qualifications & Experience

- General Manager: Minimum of 10-15 years of experience in the Pharmaceutical Industry, of which preferably 5-10 years as a Business Unit or General/Country Manager with international organizational exposure.
- Country Manager: Minimum of 10 years of experience in the Pharmaceutical Industry, of which preferably 5 years as a Business Unit or Country Manager with international exposure.
- Education: University Degree within a scientific or business discipline, or equivalent. MD and/or PhD constitute a plus.
- Proven track record of effectiveness as a team leader who obtains results.
- Proven ability to manage P&L.
- People management and leadership skills.
- Fluency in at least the local geography language and English, both written and oral is mandatory; additional languages constitute a plus.
- Ability to travel approximately 30% of the time.

Desirable Qualifications & Experience

- Expertise in orphan / rare disease. Neuro-muscular disease experience is a plus.
- Experience in a start-up environment is a plus.

Required Competencies & Skills

- Alignment with Santhera's core values: Respect, Passion, Commitment, Collaboration, and Accountability.
- Thought Leadership: Strong strategic and tactical thinking ability; high level of business acumen, structured thinker with the ability to simplify
- Result Leadership: Ability to translate strategy into tactical programs; high level of delegation ability ensuring progress to target, high level of flexibility adapting plans to new circumstances
- People Leadership: Experienced functional leadership of multi-functional teams leading subject matter experts as a non-subject matter expert to target achievement; experience acting in a matrix organization; ability to identify and develop talents
- Personal Leadership: Excellent communication skills, verbal and written; visionary, positive, open and confident leadership style, positive team player with the ability to gain acceptance facilitating dissenting views, strong listening skills
- Ethical and trustworthy leadership

If you are interested in a multicultural, challenging, and innovative working environment and your profile matches our requirements, we are looking forward to receiving your online application in English via Email, at career@santhera.com

Strictly no agencies: Recruitment agencies are kindly invited to refrain from sending unsolicited CVs to Santhera.