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:

Head Medical Affairs

Location: Pratteln, Switzerland (Hybrid)

Scope of Work

As an experienced and visionary Head of Medical Affairs to define and execute our global medical strategy reporting to the Chief Medical Officer, this role is ideal for an entrepreneurial and resilient leader with deep scientific expertise, who can integrate modern digital engagement, biomarker-led innovation, and academic collaborations to revolutionize how we support patients and prescribers in the rare disease space. As a core member of the CMO Leadership Team, you will be accountable for medical leadership across marketed products and pipeline programs, including scientific communications, data generation, real-world evidence (RWE), digital HCP engagement, and external scientific collaborations. You will also contribute to international expansion strategies, support in-licensing evaluations and due diligence processes, and help identify opportunities for strategic partnerships to broaden Santhera's impact globally. This is a unique opportunity to lead a function at the forefront of scientific advancement and digital transformation in rare diseases.

As a forward-thinking leader who thrives in dynamic and growing environments, you will bring a builder's mindset creating new capabilities, inspiring high performance, and acting as a strategic medical partner within the broader business. With the courage to lead through change, the curiosity to innovate, and the agility to respond to new opportunities in a rapidly evolving landscape this role will support the clinical community to understand the value of our treatments whilst ensuring their safe and effective use.

Key Responsibilities

Strategic Medical Leadership

- Develop and implement a global Medical Affairs strategy across the lifecycle of Santhera's products from launch to maturity.
- Lead aligned execution of the medical plan across Santhera's own markets (including the EU top 5) while overseeing Medical Affairs leadership in partnered territories.
- Support international expansion and strategic partnerships through medical leadership, including input into due diligence, in-licensing opportunities, and evaluation of external assets and commercial partners.

Digital Innovation and Omnichannel Engagement

- Design and implement global omnichannel scientific engagement strategies for healthcare professionals using modular content and digital tools.
- Apply data analytics, CRM platforms, and AI-enabled solutions to personalize engagement and optimize channel delivery.
- Oversee digital transformation of HCP interaction including scientific exchange, education, and medical content delivery.

Data Generation and Scientific Communications

- Lead and oversee the development and execution of data generation plans, including Phase IV studies, real-world data, and investigator-initiated studies.
- Collaborate with Clinical Development to design post-marketing studies and biomarker-led strategies to better understand therapeutic response and patient subgroups.
- Drive strategic planning and delivery of strategically aligned scientific data to global congresses, publications, preceptorships.

Medical Education and Scientific Exchange

- Develop and oversee CME/IME activities that advance rare disease awareness and support optimal patient care.
- Cultivate and maintain relationships with KOLs, academic consortia, and scientific networks for co-creation and pilot testing of new technologies.
- Enable advisory boards and peer-to-peer programs that expand awareness of disease management innovations and treatment value.

Clinical Practice & Patient Management Advancement

- Champion new solutions to enhance patient management, including integration of wearable technologies, remote monitoring, and digital biomarkers.
- Collaborate across functions to explore predictive biomarkers and data-driven tools to improve patient stratification and treatment outcomes.
- Pilot novel technologies in partnership with academic institutions and innovation hubs to stay ahead of clinical practice evolution.

Team Leadership & Functional Growth

- Lead and develop a growing Medical Affairs team, currently including a Senior Director for Partner Markets and a Medical Information Manager with matrix relationships with Medical Directors in key EU markets.
- Oversee and expand the Scientific Communications and Publications function as part of long-term medical capability development.
- Create a culture of continuous learning, accountability, and medical excellence.
- Oversee the design, implementation, and continuous improvement of Medical Information services, ensuring timely, accurate, and compliant responses to healthcare professional inquiries.
- Manage internal and outsourced/partnered medical information operations and ensure alignment with global standards, content accuracy, and quality monitoring.

Compliance, Governance, and Risk Management

- Ensure all activities, materials and external communications follow internal SOPs, regulatory guidance, and industry standards for ethical engagement.
- Liaise with Legal, Regulatory, and Quality to implement robust governance systems and minimize risk exposure across medical operations.

Medical Affairs Budgeting & Financial Management

- Lead the creation, management, and monitoring of the Medical Affairs budget, including forecasting, accruals, and variance analysis.
- Ensure optimal allocation of resources across global medical activities to align with corporate goals and maximize scientific and patient impact.
- Collaborate with Finance and Procurement to manage external vendor contracts and track expenditures within approved limits.

Required Qualifications & Experience

- Advanced degree in life sciences, medicine, or pharmacy (MD, PhD, or PharmD required).
- At least 10 years of experience in Medical Affairs within biotech/pharma, ideally in rare diseases.
- Demonstrated experience leading global medical plans, managing matrix teams, and delivering digital innovation in HCP engagement.
- Deep understanding of real-world data, Phase IV methodology, biomarkers, and statistical interpretation.
- Strong leadership skills with a proven ability to scale medical teams and build collaborative partnerships with development, commercial, and external stakeholders.
- High scientific rigor, excellent communication, and the drive to challenge convention and deliver sustainable value for patients.

Required Competencies & Skills

- Strategic Medical Affairs Planning & Execution
- Scientific Communications, Publications & Data Generation
- Omnichannel HCP Engagement & Digital Innovation
- Cross-Functional Collaboration & Phase IV Integration
- External Stakeholder & Patient Community Engagement
- Team Leadership, Compliance & Functional Growth

For this position, the relevant working/residency permit, or Swiss/EU-Citizenship is required.

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 LinkedIn or Email, at career@santhera.com

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