

## **Pharmaceutical Sales Representative – Specialty (Territory: Montreal Based)**

*Note: The use of the masculine gender includes the feminine and is employed solely to facilitate reading.*

Can you imagine a career that touches the lives of people everywhere? Can you imagine yourself working in a fast paced and dynamic workplace where rapid decision making, entrepreneurial initiatives, customer service and community become your new vision? A vision that drives our growth and success...if so, then Paladin is the place for you!

Paladin Labs Inc., headquartered in Montreal, Canada, is a specialty pharmaceutical company focused on acquiring or in-licensing innovative pharmaceutical products for the Canadian market. Paladin has a focused marketing and sales organization that has helped it evolve into one of Canada's leading specialty pharmaceutical companies. Paladin is an operating company of Endo International plc, a global specialty healthcare company focused on improving the lives of patients while creating value.

We are a dynamic and fast growing organization. Paladin is constantly looking for great people to contribute to our growing business. We believe in empowering our employees by giving them the freedom to raise new ideas and encourage decision making in an environment that fosters the growth and development of each individual. Paladin's culture is committed to building our business as well as our community, helping others, encouraging integrity and inspiring people to make a difference.

### **Position Summary**

The Representative's responsibility is to develop sales in the assigned territory by identifying and acting on sales opportunities, developing superior customer relationships and effectively positioning the company's products to meet customer needs. The position will require travel, proven large territory management skills are essential.

### **Reports To**

The incumbent will report to the National Sales Manager – Specialty.

### **Specific Responsibilities**

- Analyze territory results to identify sales opportunities.
- Develop a plan of action that will achieve sales objectives and develop the territory to its full potential.
- Execute the plan of action and regularly report on key metrics, achieving strong levels of reach and frequency among key customers.
- Develop a superior level of product knowledge in order to best understand physician needs and how the company's products can be best positioned to address them
- Plan and execute selling events and continuing medical education activities to increase the adoption of the company's products.
- Travel and overnight stays throughout territory may be required to maximize sales potential.

## Characteristics of a Good Candidate

### 1. **Enterprising and Self managing**

A successful candidate must be a self starter and work well on his own. The candidate must have a natural inclination towards being a self manager and be internally motivated towards identifying and acquiring new business opportunities.

### 2. **Communications Skills**

A successful candidate must be able to consistently do a good job of communicating clearly and concisely with an ability to enroll others in ideas in a way that builds commitment to them.

### 3. **Problem Solving / Analytical Skills**

A successful candidate must be able to demonstrate an ability to sort through complex data, gather relevant view points, identify important issues and make well reasoned and actionable recommendations based on the finding. The candidate must be able to recognize developing problems and handle them well in the pursuit of his objectives.

### 4. **Able to work well with others**

A successful candidate must consistently demonstrate integrity and high personal standards. He should be able to consistently get the right people to collaborate well on projects and earn their respect even if differences arise.

## Candidate Profile

### Required

- University degree in any of the following areas (science, medicine, pharmacy, business).
- Professional/work experience in pharmaceutical sales (3 years+) with a strong record of achievement.
- Strong computer skills (spreadsheet, database applications, presentation software and word processing).
- Bilingual – written and spoken

### Asset

- CCPE Accreditation.
- **Sales to specialists, specifically urologists and/or plastic surgeons.**

*To apply, please send your resume: [hr@paladinlabs.com](mailto:hr@paladinlabs.com)  
Only selected candidates will be contacted.*