



Field Director, North America

Reports to: Senior Director, Medical Affairs

Classification: Exempt

Summary:

The Field Director of Medical Science Liaisons (MSL) is a leadership role of the field-based Medical Affairs team whose function is an extension of the office-based Medical Affairs organization. The Field Director is responsible for oversight of the MSL Team and will assist the internal team with various internal projects aligned with the Medical Affairs strategy. The individual will also serve as a scientific resource to support medical affairs activities such as medical congress staffing and advisory boards, as well as cross-collaborative training initiatives. The Field Director will ensure compliant practices of MSLs in alignment with SOPs, regulatory requirements, and applicable laws including PhRMA guidelines for field-based personnel.

Essential Functions and Job Responsibilities:

People Management:

- Assists with determining MSL geographic location based on KOLs and HCPs
- Attracts, hires, develops, coaches and retains a diverse team
- Conducts annual and mid-year performance reviews with direct reports and participates in talent development
- Conducts routine field visits with the MSLs to assess performance
- Mentoring and development planning (including assignment of projects)
- Ensures compliance to CymaBay's corporate policies and business rules

Strategy/Tactics:

- Implement field strategy and priorities for the region in alignment with the Medical Affairs strategy and priorities
- Lead KOL identification and profiling
- Support Clinical/R&D in the facilitation of IITs and other research initiatives including clinical trial site recruitment
- Manages projects to assist the internal Medical Affairs team as needed
- Represent the Medical Affairs field organization including but not limited to preclinical, clinical development, and Medical Affairs forums or initiatives/projects
- Identifies risks and opportunities to positively impact customer scientific needs
- Provides input into strategic process, development of annual corporate and department objectives
- Accomplishes goals within boundaries established by regulatory and legal compliance in accordance with company policies and sound ethical practices
- Monitor competitive intelligence for new data to aid and/or enhance field medical strategy development



Training:

- Anticipates and identifies training needs, and collaborates with internal Medical Affairs to develop and implement training plans
- Assist in the development of training materials to drive a consistent and deep understanding of, scientific knowledge on, and communication fluency with CymaBay products, respective disease states, and competitor data aligned with product scientific platforms

Minimum Qualifications:

- Master's Degree in a health related science
- 10+ years field Medical Liaison experience
- 15+ years' experience in the pharmaceutical industry and/or relevant clinical experience
- Demonstrated ability to motivate, lead and develop direct reports through direct experience or related skills
- Able to demonstrate managerial courage in the face of conflict
- High degree of proficiency in managing multiple projects simultaneously
- Understand and effectively communicate scientific information
- Strong oral communication, written communication, presentation, and coaching skills
- Able to manage a frequent travel schedule with up to 40-60% overnight travel and has a valid drivers' license
- Demonstrated advanced computer skills [MS Office and Windows] and willingness to learn new applications
- Excellent organizations skills
- Demonstrated ability to manage department resources
- Demonstrated strong business acumen
- Launch experience strongly preferred

Preferred Qualifications:

- Doctoral degree in a health related science (e.g., PharmD, PhD, MD/DO)
- Prior experience in Hepatology and Gastroenterology
- Demonstrated high degree of strategic thinking and decision-making
- Demonstrated high level of scientific expertise/competency in therapeutic area of responsibility
- Previous experience in managing individual contributors