

## ARE YOU THE ONE? WE ARE LOOKING FOR

### Field Force Manager/District Manager

Region: Brussels-Mons-Tournai-Ath

#### For Us, It's A Mission

At Mylan, we mean it when we say we work every day to provide access to high quality medicines to the world's 7 billion people. If you are unconventional, relentless and passionate. If you believe in doing what's right, not what's easy. If you are a doer and have a passion for serving others, we want to talk to you.

#### Make a Difference

At Mylan, each person has the ability to make a difference. From the providers who sell and market our products, to the producers who develop and manufacture them and finally to our business partners who support the providers and producers, we all have a mission critical role. Here's how this role will help:

#### Main Purpose:

To provide inspirational leadership and direction to Sales Representatives in order to achieve company objectives and meet customer needs in their territory. In collaboration with the team of Sales Representatives, the Field Force Manager is responsible for the development and management of the full business within his sector, from GP to SP & OTC, for different therapeutic areas.

#### ESSENTIAL DUTIES AND RESPONSIBILITIES

##### Responsibility N°1: Deliver Operational sales & customer excellence

Ensure sales forecasts and operational budgets are met or exceeded at the regional level. Translate marketing strategies into sales action plans in order to achieve financial objectives. Assess sales performance and market trends within the region and determine appropriate actions to maximize sales performance

Actively seek to discover and meet the needs of customers (GPs, Specialists & Pharmacists) by building relationships and delivering innovative solutions.

Develop annual sales plan for the region, proposing investment plan with maximal ROI. Annual sales plan should be consolidation of sector sales plan at rep level.

Organize and direct the sales activities within the standards of Sales Force Effectiveness Ensuring efficient use of CRM system (Siebel). Manage accessibility issues in the region.

##### Responsibility N°2: People management & People Development

Define team's objectives and targets in order to support the business strategy. Set the Yearly Objectives per team member based on yearly applicable recommendations from Europe, local General Management and Human Resources.

Coach and Develop competencies & leadership expectations of the different team members by organising regular follow up moments such as: face-to-face, team meetings:... Actively participate with HR to the Annual Development Plan of team members.

Performance & Compensation Management: Lead the mid-year & end-year review process and participate closely with HR and General Management to the Compensation Planning Process.

##### Responsibility N°3: Cross functional Relations

Accompany Reps at regular intervals to gain customer insight on current and future marketing initiatives and give feedback to Marketing (on promotional materials and brand strategy initiatives) Actively search for business opportunities and propose them to the Sales Director and to the Marketing Team.

Provide training to new Reps on the promotional materials. Actively participate in the preparation and roll-out of Campaign Plans.

##### Responsibility N°4: Coordination and Communication

Lead communication and coordination of all activities of the team of representatives Ensure continuous feedback & follow-up between FFM's at the level of coaching

Implement performance management system.

##### Responsibility N°5: Resource and sample management

Allocate and follow-up budget resources, monitor activity levels of representative, assure the optimal utilization of the IMS tools

Delivers medical samples to HCP in conformity with legal requirements.

Meet the GDP requirements for the storage and the distribution of the samples in collaboration with the Business Unit Manager and Responsible Pharmacist. Follow mandatory annual and refresh trainings on GDP, GMP and Pharmacovigilance requirements.

#### QUALIFICATIONS / KNOWLEDGE

- Master degree by preference
- Minimum 3 years' experience in people management
- Confirmed experience in Sales within Pharmaceuticals
- Good Trilingual (French, Dutch and English)

#### COMPETENCIES

- Proven to be successful in sales and people management
- Outstanding business acumen with an advanced ability to analyze and translate business needs into sales actions and initiatives
- Ability to identify opportunities & translate them from concept to reality
- Able to function in a matrix environment, within a global organization, and to work closely within a local team
- Demonstrated ability to develop solid business partnerships with stakeholders inside and outside the company
- Ability to achieve results through cross-functional / cross-organizational team
- Demonstrated organizational and time management skills
- Demonstrated leadership capabilities and analytical reasoning
- Attracted to work in a 'change' driven environment

#### Make Our Values Your Values:

##### Integrity, Service, Innovation, Reliability & Teamwork

Mylan hires only the best. People who thrive in a culture of innovation and empowerment. People who are active learners and have a positive attitude. People who are leaders and know that by working together we can run faster, reach higher and achieve more. By doing so, we will continue to set new standards in health care.

#### Why Mylan?

If you want to be part of a global health care company that is making a difference and changing lives, Mylan may be the place for you. With a workforce of more than 35,000 worldwide, we can make a difference. We encourage you to visit [Mylan.com](http://Mylan.com) to learn more about our unconventional culture, our approach to doing business and how we plan to set new standards in health care.

**Interested?** thanks for sending your CV at [HR\\_Belgium@mylan.be](mailto:HR_Belgium@mylan.be)