

Head of Pediatric Vaccines Business Unit – Sanofi

Company: Sanofi

Salary range:

Job Title: Head of Pediatric Vaccines Business Unit

Job posting expiration date: 5/1/23

Brief description of the position: Head of Pediatric Vaccines Business Unit

This position will be responsible for driving the development and implementation of the NA Mainline product strategies; which include PPH portfolio, Boosters, Meninge, Travel & Endemic vaccines, while addressing key strategic issues and maximizing the value of key strategic assets through minimizing time to peak sales and optimizing product performance and profitability. The Head of Mainline will be responsible for overseeing the strategy, go to market approach, P&L and internal / external stakeholders for each respective product group. Reporting to the Head of Mainline will be the individual brand / franchise teams and a portfolio marketing team tasked with driving the strategy and implementing the action plans to maximize the mainline portfolio profitability.

Sanofi US is considering candidates who are currently legally eligible to work in the U.S. Company-paid relocation benefits are being offered for this position.

Expected results

Drive the development and implementation of the US strategy for SP's mainline portfolio of brands in pediatrics, boosters, meninge, and travel & endemic. The responsibilities include focusing the strategy (from Exploratory to Life Cycle Management) and address key strategic issues that may have a significant impact on company performance.

- Develop a Mainline Vision and Strategic Plan and ensure its execution via each core team member for the respective products
- From the pre-project stage and along the stages of product development, take full accountability for each specific product profile strategy and validation.
- Drive the prioritization of initiatives, become a key strategic decision maker regarding the allocation of funding, budget, resources and prioritization for each product and overall products within the franchise.
- Ensure appropriate ongoing environmental and competitive pricing in partnership with market access
- Partner with the Head of Respiratory to make strategic choices to maximize SP's portfolio and optimize use of shared resources (sales force, BO&S, etc.)
- Routinely partner with external affairs and public policy to develop compelling justifications for vaccine utilization, recommendations, and implementation within the market (both public and private)
- Engage with global brand franchise leaders to support the execution of the global franchise's key goals and priorities
- Act as the global reference person for all areas related to the product and ensure important link between Corporate and BUs.
- Contribute to meet/exceed Franchise expected budget (sales and profitability)

Additional core responsibilities and focus areas:

- Lead with a strategic and competitive mindset to understand the role of each product and value both

to the SP and Sanofi group financial success

- Lead with the foresight to understand competitive players and markets to ensure we are proactively positioning products to remain competitive both on price, safety, efficacy, and supply
- Oversee (in coordination with Supply Chain interfacing with the Global S&OP process) the optimization of global portfolio of existing products (rationalization, new product presentations, and revised indications)
- Coordinate and leverage synergies for launch of existing products in new geographies
- Assist in assessing and optimizing product profitability with financial models, global and local controlling
- Contribute to pricing optimization with Value and Access and Pricing department by supporting the definition of price bands and floor prices and ensuring documentation of value-based pricing arguments
- Share best practices, identify synergies and work across the NA Marketing teams to optimize product performance
- Work with BU / country product managers in addressing key issues that require global representation or expertise

Drive the functioning of the Mainline Team, ensure functioning in line with company processes and governance bodies, manage and motivate team members:

- Maximization of cross-functional and cross-BU alignment when necessary
- Management and development of a cohesive and impactful team

Key Relationships

- Vaccines Executive Council (reporting)
- Pricing Strategy Committee (reporting)
- ComOps LT
- US Country Council (key updates)
- Executive Committee (for decision /strategic plan)
- Supply Chain and Global Sales and Operations
- Other global function heads: Public Affairs, Business Dev, CMO, Finance

Qualifications you are seeking: Technical Competencies

- Demonstrate expertise in the vaccine business, including the patient profiles, customer segments / channels and competitive groups
- Demonstrated knowledge in market positioning: product positioning, product life cycle management, operational/tactical marketing and resource allocation, resource effectiveness
- Excellence in strategic analysis and scenario planning that includes consideration of challenges, alternative solutions and managing risks
- Finance and economics: understanding of value-based pricing, Return on Investment, Market Access drivers
- Experience leading complex product launches and initiatives
- Strong understanding of Supply Chain and distribution models to support product delivery planning
- Forecasting: assumptions setting and validation, supply drivers and constraints

Behavioral Competencies

- Influencing through others: Utilizing the resources of the business area and/or multiple relationships

to achieve desired impact. Assembling a network to build support 'behind the scenes,' or to carry out multi-stage influence steps

- Excellence in demonstrating personal leadership and being a role model; aligning with company core values and behaviors
- Leading with an Inclusion & Diverse mindset, most especially in talent development, talent promotion and team dynamics and culture
- Enabling attainment of team objectives, developing competencies and performance of the team and its members and being able to identify and leverage cross-franchise best practices
- Ability to effectively assess a situation or challenge and determine a decision in a timely manner that ensures best outcome for the organization; ability to effectively communicate the decision to all necessary stakeholders with clear understanding
- Being able to progress in the face of uncertainty and inertia, and to challenge default positions while focusing on solutions
- Courage: taking risks in one's own sphere of responsibility, standing up for one's position vis-à-vis the environment and management

Qualifications:

- A minimum of a Bachelors Degree is required
- MBA Degree is preferred
- A minimum of 15 years of combined and progressive professional business experience across marketing / sales leadership experience roles within pharmaceutical/Life Sciences is required
- Direct experience with Vaccines is preferred
- People management experience with a track record of coaching and developing a diverse team and proven demonstration / ability to evolve and positively develop a culture of inclusion is required
- Experience directly managing, shaping and proactively leading a progressive P&L is required
- Experience in managing product launches is required
- Strong knowledge of the pricing, contracting and the market access environment is preferred for this role
- Experience leading in a dynamic, matrix environment with multiple cross functional internal and external stakeholders; regarding complex challenges and business critical priorities is essential for this career opportunity
- Strategic experience working with or in a global team is preferred
- Selected candidate will have a high sense of self- awareness and coachability and ability to manage against competing priorities
- Ability to articulate and convey complex data and information concisely to internal and external stakeholders
- This position may require up to 40% overall business travel

As a healthcare company and a vaccine manufacturer, Sanofi has an important responsibility to protect individual and public health. All US based roles require individuals to be fully vaccinated against COVID-19 as part of your job responsibilities.

Sanofi Inc. and its U.S. affiliates are Equal Opportunity and Affirmative Action employers committed to a culturally diverse workforce. All qualified applicants will receive consideration for employment without

regard to race; color; creed; religion; national origin; age; ancestry; nationality; marital, domestic partnership or civil union status; sex, gender, gender identity or expression; affectional or sexual orientation; disability; veteran or military status or liability for military status; domestic violence victim status; atypical cellular or blood trait; genetic information (including the refusal to submit to genetic testing) or any other characteristic protected by law.

Bridgewater, New Jersey

Website: <https://jobs.sanofi.us/> [jobs.sanofi.us]