



Position Title	Territory Business Manager (TBM)
Department	Sales

Position Summary
Responsible for the achievement of commercial objectives in the assigned territory in alignment with Nabriva’s organizational values. Reporting to the Regional Business Director (RBD), the TBM will participate in the development and execution of strategic and tactical territory and account level business plans to meet and exceed sales goals and business objectives.

Primary Responsibilities
<p>The main responsibilities of this role include, but are not limited to:</p> <ul style="list-style-type: none">• Deliver on defined corporate objectives specific to territory.<ul style="list-style-type: none">○ With RBD and internal business partner input, develop, evolve, and execute territory and account level business plans.○ Engage RBD with timely recommendations to eliminate or minimize barriers to progress specific to marketplace trends, business opportunities & threats, competitive information, etc.○ Leverage internal Nabriva expertise to maximize field impact.○ Work with Reimbursement Directors, and other Territory Business Managers, to develop territory-specific strategies for managed care accounts and reimbursement clarity.○ Manage territory budget and resource allocations to maximize return on investment.• Convey an image to customers (internal and external) that demonstrates Nabriva’s commitment to providing value and solutions to the customers and patients we serve.<ul style="list-style-type: none">○ Collaborate with peers, marketing and training personnel to share information and implement territory initiatives/strategies.○ Create, build and maintain positive relationships with physicians & other health care providers pertinent to Nabriva business.○ Professionally and ethically represent Nabriva to external customers (including -but not limited to-hospitals, IDNs, infusion centers, and individual physicians and health care providers) and foster their respect by demonstrating our commitment to advancing patient care and outcomes.○ Professionally and ethically represent Nabriva internally and foster professionalism within, among, and beyond the region.• Take responsibility for ongoing professional development to maximize effectiveness in advancing Nabriva’s objectives.<ul style="list-style-type: none">○ Leverage internal training and development.○ Refine ability to navigate complex and multi-layered accounts within and beyond the hospital setting.• Strictly adhere to Nabriva’s Code of Conduct guidelines, Nabriva Values, travel & entertainment policies, company car or car allowance policies, etc.

- Additional responsibilities as assigned.

Training and Education

- Minimum of a Bachelor's Degree in the Health Sciences, Business/Marketing, Accounting, Computer Science or related field.

Prior Experience

- Required: 5+ years of experience in bioscience commercial positions, including but not limited to some of the following: sales representative, hospital representative, sales trainer, marketing, and regional account manager.
- Required: At least 3+ years documented success and experience selling in the hospital/acute care setting.
- Preferred: Experience calling on multiple hospital specialties to drive formulary acceptance and utilization.
- Preferred: Experience with Infectious disease and or Emergency Medicine customer setting.
- Preferred: Product launch experience in the hospital/acute care setting.
- Preferred: Experience selling in a competitive product marketplace.
- Plus: Experience with IV/injectable, acute care, buy & bill products, specialty pharmacy.
- Plus: Experience/understanding of hospital quality initiatives (reporting, performance based metrics, etc.).

Competency Requirements

- **Business Acumen:** Demonstrates knowledge in current market landscape and dynamics. Stays ahead of the curve on future policies, practices, technology, and trends affecting business. Demonstrates how strategies and tactics work in a market.
- **Excellence in Execution:** Understands the organization's strategic goals and sets/drives specific tactics to support the organization. Able to operate in a fast paced, start-up environment and adapt readily to change.
 - Demonstrated success in time/territory business management.
 - Ability to identify, target, prioritize and build strong collaborative relationships with key customers.
- **Communication:** Strong communication, negotiation & decision-making skills. Ability to identify the agenda, concerns, and motivations of others. Understands what they want to accomplish and what motivates them. Anticipates barriers to accepting/implementing ideas. Conveys enthusiasm to inspire and motivate change.
- **Integrity:** Operates with the highest level of integrity, work ethic and pride. Maintains open-communication and transparency with internal and external working relationships. Possess an ability to admit mistakes and does not misrepresent oneself for personal gain. Maintains open communication and transparency in internal and external working relationships. Upholds the culture, values, and mission of Nabriva in all internal and external facing interactions.
- **Teamwork:** Demonstrates self-awareness, values the contribution of others, and consistently works to establish strong collaborative internal and external relationships in the pursuit of mutually beneficial solutions.

- **Resilience:** Pursues everything with a high level of enthusiasm, and passion with the ability to be self-directed and motivated. Seldom gives up, especially in times of resistance or setbacks.

Additional Job Requirements

- Effective organization and PC skills, including sales force automation software.
- Safe driving record and valid driver's license. Travel requirements will vary according to territory.
- Ability to travel domestically for local territory business and regional/national meetings and assigned conferences.
- Ability to be flexible in work schedule to accommodate customer needs (ex. that may fall out of normal 9a-5p business hours).
- Must be willing to provide information to complete any required background & motor vehicle record checks (pre-employment and/or as condition of ongoing employment).
- Must be able to meet customer credentialing requirements where necessary to conduct business.
- Must be eligible to work in the US.