



Job Title: Associate Director, Field Medical, Training

Department: Medical Affairs

Location: Remote

Reporting to: Sr. Director, Field Medical

Job Title: Associate Director, Field Medical, Training

The Associate Director, Field Medical, Training is a member of the Rhythm field based Medical Affairs team who will support the development of training and resources to ensure consistent onboarding and ongoing training of Field Medical personnel related to the Field Medical roles (Medical Science Liaison, (MSL)), knowledge, therapeutic area, disease state, MSL skillsets, along with scientific and business acumen. Additionally, the AD, Field Medical, Training will support the Sr. Director, Field Medical by managing larger MA field projects, coaching/mentoring field-based personnel and support ongoing management of the team and initiatives. The AD, Field Medical Training will have a small geography to support field medical initiatives and KOL development to ensure the delivery of MA Field Medical initiatives along with scientific exchange.

Primary Position Responsibilities:

- Manage cross-functional training and education needs utilizing adult learning principles, lead, analyze, implement and monitor effectiveness for fit-for-purpose training plans.
- In partnership with Sr. Director, Field Medical and MA Leadership, develop trainings to enhance Field knowledge and expertise related to real world evidence, health outcomes and systems. Enhance and develop skillsets toward scientific exchange with these customer groups.
- Assist with the strategy, direction and oversight for the development of the learning and training plans across Field Medical. The position will build knowledge, capabilities and skill sets within Field Medical.
- Maintain personal expertise in relevant disease areas and Rhythm compounds. Demonstrated leadership in therapeutic area expertise.
- Work toward continuous improvement related to MSL skillsets, seek feedback and stay updated on the industry and profession.
- Provides input into field-based scientific initiatives that strategically supports the medical and scientific objective of Rhythm
- Drive field medical team performance by developing and managing onboarding program, training plans (3, 6, 9 month), role-based needs assessment, performance support, etc.
- Leads leadership development (coaching, emotional intelligence, high performance teams, etc.) training within the field medical team
- Responsible for supporting and leading MA Excellence Training including (launch readiness, system tools, territory management, etc.)
- Conduct field visits with Field Medical to aid in knowledge, development of MSL skillsets, scientific and business acumen. Provide Field Medical team with feedback. Work with Sr. Director, Field Medical to identify opportunities for continuous improvement.

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- Serves as a coach and mentor to field-based personnel
- Perform all Company business in accordance with all regulations (e.g. EEO FDA, OSHA, PDMA, EPA PhRMA, etc.
- Engage in scientific exchange to build therapeutic area education, community and to establish relationships with Thought leaders (TLs). Conduct field activities in alignment with MA and Field Medical Objectives.
- Lead special projects and initiatives in support of Sr. Director, Field Medical. Demonstrates effective project management, communication and teamwork.
- Develop needs assessment strategy, implement and evaluate for Field Medical. Personnel
- Establish and implement key metrics to track and communicate value and impact of learning initiatives to all stakeholders

Required:

- Advanced degree in a technical, scientific or medical field (PharmD, PhD, MD) required
- Demonstration of expertise in key Medical Science Liaison (MSL) skills and competencies
- 7+ years of MSL experience in the pharmaceutical industry required
- Prior management/leadership experience within Field Medical required
- Proven work experience as a training manager in a scientific industry
- Familiarity with adult learning principles
- Excellent working knowledge of headquarters and field-based Medical Affairs activities and operating models
- Ability to travel within region on average 75% (3-4 days per week with 1-2 office days)
- Clean driving record and valid driver's license.
- Previous experience in rare disease and therapeutic experience in obesity an asset
- Ability to take on complex responsibilities in addition to basic job requirements
- Highly adaptable and able to work effectively within a team and relate effectively with people at all levels within the organization
- Demonstrated ability to comprehend complex scientific, medical, and emergent business issues and modify regional medical plans accordingly.
- Fluent understanding of health economics and health systems

Skills:

- Highly motivated and self-directed in face-paced environment
- Demonstrates strong leadership and management skills in leading projects, people and change initiatives
- Demonstrates superior communications and presentation skills (verbal/written) to cultivate strong working relationships with internal and external colleagues.
- Flexible in approach when working with people and situations
- Deep understanding and knowledge of local, state, country regulations and codes of practice for pharmaceutical industry. Particularly those that apply to non-promotional activities of this role.
- Knowledge of the healthcare systems, the evolving medical landscape, payer sector and industry trends
- Superior knowledge and proficiency in using Microsoft software (e.g. word, excel, etc.)
- Demonstrates in-depth therapeutic competency and expertise of the leading science in designated disease state

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- Focus on personal accountability and ownership – constantly challenging oneself to take responsibility for continuous performance improvement and operational excellence
- Demonstrated scientific expertise. Stays current on data, treatment paradigms and new information in Rhythm’s disease areas and products. Additionally, able to articulate therapeutic knowledge
- Strong interpersonal and management skills commensurate with the ability to effectively manage teams of peers and to work closely with both external physicians/scientists and numerous in-house groups
- Ability to maintain the highest degree of confidentiality and integrity, represent the company’s high ethics, moral behavior, and professionalism.
- High proficiency in problem solving ability and strong scientific analytical skills (160)

Territory:

- Primary responsibilities are with the United States Field Medical team. May support EU training initiatives.

This is not meant to be an exhaustive list of all responsibilities, duties, and skills required for this role. The role may be required to perform other related duties, as assigned.