



## MEDICAL EXCELLENCE LEAD

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Erkenningsnummer  
VG. 1690/BO B-AB10.018.

Our client is pushing the boundaries of science to deliver live-saving breakthrough medicines that will improve patients' lives. In that endeavor, Medical Affairs is a key strategic partner in shaping the optimal performance of the client's brands. The Medical Excellence Lead has the full accountability of driving excellence within Medical Affairs across TA's and plays a pivotal role in channeling our scientific capabilities to make more positive impact on changing patients' lives. These could include, but are not necessarily restricted to advancing customer engagement and driving medical performance as well as shaping the medical organization towards the future and implementing next generation capabilities to enable our ambition to transform care. The Medical Excellence Lead will work in close collaboration with the Medical Affairs Leads as well as the IBEX and IT team.

### THE POSITION

- Lead and enable continuously team and individual development towards future proof Medical Affairs capabilities in alignment with global initiatives.
- Identify existing and upcoming areas for skills and capability uplift in view of next gen medical model and translate them in training and continuous development plans, to meet key impact objectives
- Develop, maintain and deploy training and capability building programs for Medical, incl. uniform onboarding of new colleagues
- Establish in-field excellence by ensuring uniform implementation of global MSL model, ensuring alignment with local regulations and practices, starting from developing and implementing a uniform onboarding plan for new medical science liaisons (MSLs) and coaching strategy
- Coordinate development of the Field Medical Strategic and Operating plans (incl. development of process and structure)
- Translate the global omnichannel strategy into a Business Excellence (BE) model, ensuring seamless integration and execution at the local level.
- Co-develop, implement and monitor strategies to drive and measure the impact of medical performance, including KPIs, metrics, and performance management systems
- Contribute to and support the Medical (leadership) teams to realize account working and scalable Transforming Care initiatives across the portfolio
- Collaborate and align with regional and global Medical Excellence peers, country medical teams and a broad range of local cross-functional stakeholders as HR, Business units, Innovation and Business Excellence, Market Access
- Support the Medical Director in setting and evaluating regional and national goals and priorities
- Be responsible for the Medical Excellence & Innovation Budget.

### REQUIREMENTS

#### Essential

- Master's degree in a scientific discipline
- At least 5 years' experience of Medical Affairs within a pharmaceutical industry
- Strong leadership and communication skills, with the ability to influence and collaborate across functions and geographies
- Experience in stakeholder management and performance management





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- Experience in training and coaching
- Project management experience
- Business acumen with track record of strategic, analytic and conceptual thinking
- Very strong communication and presentation skills with a relationship building capacity displaying the ability to listen to understand
- Visionary with hands on & can-do attitude, strong execution skills, with attention to deadlines, and ability to prioritize multiple tasks
- Proactive attitude with an agile mindset
- Fluency in written and spoken English, Dutch and French

#### **Desirable**

- Advanced scientific or medical degree
- Experience in Medical Excellence within a pharmaceutical industry
- Experience delivering country medical affairs plans
- Budget management experience

