



## CONTACT

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 United States

**Are you a motivated and results-driven professional?**

**Do you thrive in entrepreneurial environments?**

**Are you ready to be part of a high-performing team that addresses significant unmet patient needs?**

**Apply to join Fennec and be a part of our important mission for patients and healthcare professionals!**

 **Apply Now!**



# DIRECTOR OF TRAINING AND DEVELOPMENT

## UNITED STATES - ONCOLOGY

### ABOUT FENNEC

Fennec Pharmaceuticals Inc. is a specialty pharmaceutical company focused on the development and commercialization of PEDMARK® to reduce the risk of platinum-induced ototoxicity in pediatric patients. PEDMARK® received FDA approval in September 2022. European Commission approval was received in June 2023, and U.K. approval in October 2023 under the brand name PEDMARQSI®. PEDMARK has received Orphan Drug Exclusivity in the U.S. and PEDMARQSI has received Pediatric Use Marketing Authorization in Europe which includes eight years plus two years of data and market protection.

Fennec employees are expected to embrace diversity and be able to work with internal cross-functional colleagues as well as external partners from a variety of backgrounds and experiences. Additionally, the successful candidate must demonstrate excellence in integrity and compliance with all interactions and adherence to corporate and industry guidelines. Fennec offers a fun, friendly, and industry competitive environment.

### POSITION SUMMARY


The Director, Training and Development will serve as the source of designing, planning, and executing of all Sales Training strategies, material development, and content delivery for the commercial team responsible for PEDMARK®, the first and only product approved product for Fennec. These will be executed with the goal of enhancing the clinical, sales, and leadership capabilities of the Fennec commercial team.

### RESPONSIBILITIES

- Coordinate with Sales Leadership, Market Access, and Marketing teams to identify, develop and implement Training initiatives that meet the strategic needs of the commercial team.
- Collaborates specifically with Director, Head of Sales, Strategic Account Managers, and Medical to develop specific Training content and deliverables that meet stated field Training goals and needs.
- Organize, develop, and execute all Training deliverables aligning with defined strategic goals and needs. These will include but not limited to: New Hire onboarding and training, selling skills, leadership development, coaching, and product and disease state training.



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About**

 [Cisplatin-Induced  
Hearing Loss](#)

 [Family Stories](#)

 [PEDMARK](#)  
(sodium thiosulfate)



## OUR NAME

We proudly take our name from the fennec fox, a distinctively large-eared canine that is the smallest of all fox species. Fennec foxes roam the sandy Sahara and greater North African region. Their characteristic ears serve a dual purpose: they are sensitive enough to hear prey underground and also help dissipate the hot desert heat.

Children undergoing chemotherapy are going through an extraordinarily challenging time, and the loss of hearing only compounds the difficulty. Fennec Pharma, named after that resourceful and determined fennec fox, is committed to helping children at risk of hearing loss due to ototoxicity.

## RESPONSIBILITIES (continued)

- Work with Commercial Leadership to identify short and long-term commercial objectives and develop a Training strategy and solutions that optimize sales force effectiveness.
- Provide inspirational leadership in pursuit of Training excellence.
- Manage and utilize L and D budget to develop relevant and compliant content to train commercial employees.
- Manage product training material content and curriculum build/updates in the company Learning Technology platform.
- Develop and manage appropriate vendor relationships to support Training projects, materials, and execution.
- Understand and effectively manage promotional review process for L&D Materials.
- Execute field rides to gain insights into the current capabilities and needs of the sales force to identify areas of opportunities.
- Train new hires as they join the organization.
- Create and deliver effective virtual, live, and field-based training.
- Plan, develop, and execute appropriate workshops and structure for company National Meetings and POAs.
- Other duties as assigned.

## COMPETENCIES

- Strong interpersonal, teamwork, organizational, follow-up and workload planning skills.
- Demonstrate track record of exceptional performance and leadership success.
- Ability to collaborate and develop strategies across multiple stakeholders, including Sales, Marketing, Sales Analytics, and Market Access.
- Excellent facilitation and communication skills are required.
- Strong project management skills are preferred.
- The position should expect to travel at least 20% and as needed.

## QUALIFICATIONS

- Bachelor's Degree required. Advanced degree preferred.
- At least 5 years Training experience in life sciences required. Marketing or Sales Leadership experience a plus.
- Rare disease sales/training experience preferred.
- Specialty Pharmacy, Specialty Distribution and HUB Experience preferred.
- Documented ability to successfully build strategic relationships with key internal and external stakeholders required.
- Flexibility and capacity to work in a matrix environment using strong project management skills.
- Strong interpersonal and communication skills required.
- Ability to plan and facilitate virtual and live training events desired.
- Previous history of leadership curriculum and workshop development preferred.
- Working knowledge of adult learning principles preferred.
- Ability to travel up to 25%.