



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!



www.fennecpharma.com

FENNEC CORE VALUES

•ACCOUNTABILITY
•INTEGRITY
•TRUST
•RESPECT
•CELEBRATION



FENNEC PHARMA

REGIONAL DIRECTOR

O N C O L O G Y

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. Further, PEDMARK® received FDA approval in September 2022 and European Commission approval 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.

At Fennec we are focused on the mission to serve patients and take pride in our hustle, determination, and collaboration with all stakeholders. We are growing and excited to have opportunities for our employees to experience making an impact on the lives of the patients we serve as well as creating opportunities for themselves and their careers.

POSITION SUMMARY

We believe that exceptional results are built on a foundation of exceptional people. As a Regional Director you will set the standard for hustle, drive, and results. This role offers a unique leadership opportunity within the commercial team at Fennec. As a Regional Director (RD), you will play a critical role in guiding and developing our Territory Managers within your region. Regional directors are expected to be a coach, talent developer, and mentor forging a culture of accountability, resilience, and high performance. The RD is responsible for driving new business, achieving profitable territory and region results of PEDMARK. Coaching and performance management is critical to build trust and reliability of the regional sales team. The successful RD will be the PEDMARK subject matter expert, plan their business aligned to company sales objectives, meet and exceed sales goals, conduct co-travels with TMs and assess field effectiveness. All employees are expected to demonstrate integrity, and compliance with all interactions and adhere to industry guidelines.

RESPONSIBILITIES

- Provide strategic leadership, vision, and direction to the Territory Managers selling PEDMARK to both community and academic oncologists, clearly communicating regional priorities and inspiring the team to execute with purpose and urgency
- Coach, mentor, and develop the top talent that builds a culture of accountability, collaboration, and continuous improvement
- Model leadership presence, demonstrating composure, empathy, and professionalism during high-growth periods and challenging situations
- Develop and implement Regional sales plans and key performance metrics that align to company objectives and drive revenue growth
- Coach and collaborate with TMs to develop territory level business plans that align to regional growth plan
- Master in-depth knowledge of PEDMARK, market dynamics, customer segments and distribution model
- Achieve/Exceed PEDMARK Regional sales goals by maximizing revenue and market share in the assigned geography





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[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. Their characteristic ears serve a dual purpose: they are sensitive enough to hear prey underground and also help dissipate the hot desert heat. Patients 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 patients at risk of hearing loss due to ototoxicity.

Fennec Core Values

- Accountability
- Integrity
- Trust
- Respect
- Celebration

RESPONSIBILITIES (continued)

- Identify and develop relationships with key contacts, building advocates who prescribe and administer infusions in academic and community oncology settings, and both in clinic and home infusion sites of care
- Ensure each TM has both the selling skills and product knowledge to make compelling, compliant, and persuasive sales calls to customers resulting in PEDMARK sales
- Must be a skilled collaborator who can build significant internal and external stakeholder relationships to deliver on the PEDMARK promise
- Heart of a champion. Must have a passion to serve others, operate every day with a sense of urgency, and demonstrate strong leadership of multiple direct reports
- Ensure TMs sell PEDMARK adhering to company’s business ethics, compliance policy, company strategy and marketing messages
- Continuously improve selling skills and product knowledge through self-driven behaviors as well as the successful completion of all company training programs
- Elevate team capabilities by identifying skill gaps and implementing targeted training, coaching and development programs
- Recognize and celebrate success, reinforcing positive behaviors and cultivating motivation across the region
- Responsibly manage and utilize company resources for self and entire team
- Operates within full compliance of OIG guidelines as directed by Fennec Pharmaceuticals
- Ensure the accurate reporting of sales activities through the consistent use of company directed and provided tools
- Create and submit timely and accurate expense reports using assigned expense system

QUALIFICATIONS

- BA/BS degree required
- Minimum of 5 years of successful district or regional management experience required, Oncology experience preferred
- Top performance in field sales and field sales management.
- Experience building and leading teams with diverse backgrounds
- Results driven leader that demonstrates drive, empathy, resilience, and positivity
- Strong interpersonal skills, excellent communication, facilitation and presentation skills
- Ability to network and develop strong professional relationships
- Skilled at prioritization and demonstrating initiative, working independently to address issues and solve problems.
- Unwavering patient-first mindset
- Exceptionally skilled at organizing and effectively managing time
- Overnight travel varies depending on region size

COMPENSATION AND BENEFITS SUMMARY

We understand compensation is an important factor as you consider the next step in your career. Below is an overview of the compensation and benefits offerings.

Base salary range: \$200,000+ & significant quarterly bonus potential based on performance

The estimated salary range reflects an anticipated range for this position. The actual base salary offered may depend on a variety of factors, including the qualifications of the individual applicant for the position, years of relevant experience, specific and unique skills, level of education attained, certifications or other professional licenses held. Employees may be eligible to participate in medical, dental, vision insurance, a 401(k) plan, short-term and long-term disability coverage, basic life insurance, company holidays, vacation, cell phone and WiFi reimbursement, a bonus, and stock options.