



**Position: U.S. Vice President, Sales**

**Reports to: Chief Operating Officer**

**Location: Brisbane, CA**

### **Summary**

The U.S. Vice President, Sales will be one of four commercial leaders responsible for the successful commercialization of Aimmune's first **Characterized Oral Desensitization ImmunoTherapy (CODIT)**, known currently as AR101. S/he will be responsible for building and leading Aimmune's sales organization dedicated to the launch of AR101 expected potentially by the end of 2019.

With positive pivotal Phase 3 data "in-hand", Aimmune Therapeutics is currently building a fully integrated specialty commercial organization in preparation for the potential FDA approval of AR101 for the treatment of peanut allergic children and adolescents. The commercial sales team will promote AR101 primarily to the allergy and immunology specialties with focus in both academic and community settings.

We are actively searching for a well-rounded, top performing sales executive with broad therapeutic experience, ideally including in the field of allergy. The candidate will have a history of successful product launches, demonstrated leadership skills, building organizations from the bottom up and experience in both the big pharma and small biotech settings. The Vice President, Sales will be expected to work closely with his/her commercial peers including marketing, market access and business insights to formulate an effective go-to-market strategy and execution plan, which include both short and long-term quantitative and qualitative metrics.

The US sales team we expect to build will be comprised of experienced, world-class individuals that are passionate about delivering first-in-class therapeutics to patients who suffer from both the life-threatening effects of peanut allergy and the ever-present anxiety associated with trying to avoid the allergen in their diet.

This role is a rare and unique opportunity for the individual who excels in a patient focused environment with strong business acumen. The successful Vice President, Sales candidate will already have leadership experience on a national level, with a proven track record of success, consistently achieving or exceeding performance goals. The ideal candidate is detail orientated, self-structured in their approach to their work, with the ability to manage relationships at all levels. They will thrive in a rapid paced and dynamic environment within a culture that relies on teamwork.

### **Specific Responsibilities:**

- Lead and maintain a motivating culture of excellence, compliance, integrity and cross functional transparency
- Build a diverse team of talented commercial sales and sales management professionals through targeted recruitment, selection and assessment strategies
- Establish, track and measure performance goals and resource requirements for a sales organization of 75-100 field personnel
- Drive a team of highly qualified line managers who will lead the teams of individual contributors, to optimize the performance within their territories

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- Employ strong organizational and analytical skills to optimize growth, including the ability to analyze complex data to develop strategic and actionable business plans
- Ensure that the field team is equipped to address customer needs with a sense of urgency and accountability
- Understand healthcare trends in the Allergy and Immunology community and create pull through tactics and solutions to mitigate market adoption and payer access challenges
- Ability to analyze complex data to develop strategic and actionable business plans

**Qualifications / Requirements:**

- Successful pharmaceutical/biotech sales experience leading teams at the national level
- 15+ years of experience in leadership positions, including new product launches in the pharma/biotech industry
- Experience working within both large pharmaceutical and small biotech companies
- In addition to sales leadership, has held other cross functional office based commercial positions (e.g. marketing, market access, analytics, operations, etc.)
- Inspirational leader who can attract best in class talent and motivate large organizations to achieve or exceed goals
- History of building or significantly expanding existing sales organizations
- Strong analytical ability related to performance planning, target development and incentive compensation design in collaboration with other departments, including Business Insights and Commercial Operations
- Excellent communication and organizational skills
- Can effectively translate scientific facts into clinical benefits for healthcare practitioners, patients and caregivers
- Excellent presentation and management skills (C-Suite presence)
- Strong relationship management skills with both external and internal constituents
- Extraordinary commitment to the customer experience and high standards of excellence
- Ability to work in a fast-paced, entrepreneurial environment. Ability to deal with ambiguity and drive results
- Ability to manage by influence and work effectively with cross-functional teams (both in-house and field-based) in a matrix organization
- Must live in the San Francisco Bay area (Aimmune offices in Brisbane, CA)
- Approximately 50-60% overnight travel will be required
- Minimum of Bachelor Degree in the Life Sciences, MBA strongly preferred

**Preferred Experience, Special Skills, Knowledge:**

- Minimum of Bachelor Degree in the Life Sciences, MBA strongly preferred and 15+ years of experience in leadership and driving growth businesses in the biotechnology or pharmaceutical industry
- A blend of science and business skills and experience
- Motivational and inspirational leader who can affect change and implement new business processes
- Experience leading teams at the National level
- Business leader in a growth sector with a strong scientific acumen
- Exceptional level of organization skills
- Excellent presentation and management skills (C-Suite presence)
- Strong relationship management skills
- Extraordinary commitment to customer experience and standards of excellence
- Ability to work in a fast-paced, entrepreneurial environment
- Ability to deal with ambiguity and drive results

- Strong data analytical and financial modeling ability
- Ability to manage by influence and work effectively with cross-functional teams in a matrix organization
- Strong self-starter who works independently to develop new business opportunities
- Demonstrated success in integrating innovative solutions effectively into new business model
- Drive change through an organization, drive change through innovation
- Excellent skills in the development of business plans, utilization of resources and budget to optimize territory
- Ability to research and problem solve complex issues impacting HCP's while mitigating barriers to patients access to care
- Approximately 50-60% travel is required; overnight travel is required as needed

### **About Aimmune Therapeutics, Inc.**

Aimmune Therapeutics is a clinical-stage biopharmaceutical company founded to address the unmet medical need in food allergy, which currently has no approved treatments. Our mission is to improve the lives of people with food allergies, based on our proprietary desensitization treatments in development. Aimmune's recently announced positive top-line data from its pivotal Phase 3 PALISADE trial for AR101, the company's lead investigational drug for peanut allergy. Our headquarters are located in the heart of San Francisco's biotechnology hub, Brisbane, California. Aimmune has additional offices in the Kings Cross area of London, and in Raleigh, North Carolina.

**Highly qualified candidates should forward a resume and cover letter delineating your biotech/pharma sales leadership experience and successes in building world-class teams, as well as successful product launch to Nicole Webber, Executive Recruiter, Commercial at ([nwebber@aimmune.com](mailto:nwebber@aimmune.com)) with the VP Sales in the subject line.**

Aimmune Therapeutics is an Equal Opportunity Employer.

We will not be working with outside search partners, at this time. No agencies, please.