**Regional Sales Director – Fertility Solutions**

**CooperSurgical, Inc.**

**Territory:** East US

**About CooperSurgical**

CooperSurgical is a leading fertility and women's healthcare company dedicated to putting time on the side of women, babies, and families at the healthcare moments that matter most in life. CooperSurgical is at the forefront of delivering innovative assisted reproductive technology and genomic solutions that enhance the work of ART professionals to the benefit of families. We currently offer over 600 clinically relevant medical devices to women's healthcare providers, including testing and treatment options.

CooperSurgical is a wholly-owned subsidiary of CooperCompanies (Nasdaq: COO). CooperSurgical, headquartered in Trumbull, CT, produces and markets a wide array of products and services for use by women's health care clinicians. More information can be found at [www.coopersurgical.com](http://www.coopersurgical.com/).

**Position Summary**:

The Regional Sales Director is responsible for managing all regional sales functions within the Fertility Solutions Business Unit including, but not limited to the following: leading, developing, and coaching a high-performance sales team that consists of territory account managers, and equipment sales managers. A major objective for this position is developing sales strategies and tactics to increase revenues to achieve the business unit sales growth, operating income, and expense budget objectives.

The successful candidate must be able to work effectively with all departments that are part of CooperSurgical’s Fertility Solutions global team, as well as other teams, including colleagues in different business units. In addition, a successful candidate will ensure that the business strategies are developed, executed, and achieved within an ethical and compliant framework, as well as always working within the CooperSurgical values.

**Description of Tasks**:

* Responsible for leading and directing the regional sales team and achieving the sales, growth, and profitability goals of the Fertility Solutions business for the region.
* Directs the development and implementation of a strategic and operational regional business plan to achieve sales goals for all promoted products. Actively draws insight from a wide variety of internal and external sources, to generate new ideas and opportunities for the region and organization.  Understands market influence and competition and effectively uses that knowledge to create competitive advantages. Invest in areas of growth and high return activities; identifies opportunities to reduce costs.
* Active participation in developing the Americas strategy, and overall global FS strategy through collaboration with key business stakeholders.
* Recruits, interviews, hires, manages, and coaches sales representatives to higher levels of effectiveness, balancing diverse customer needs and goals.
* Articulates a clear and compelling vision and translates strategy into action. Provides the team with a clear direction and makes the link with organizational goals. Instills a culture of accountability through active performance management and feedback. Recognizes, encourages, and rewards individual performance when appropriate and demonstrates inspirational leadership and empowers the team to identify and solve problems with a solution-oriented approach, share knowledge and resolve conflicts.
* Coordinate regional sales activities to drive regional sales results.
* Drive Total Solution Selling, capitalizing on the diverse product and service portfolio offered by CooperSurgical.
* Plans and implements a regional operating budget within target.
* Ensure, together with marketing, adequate investments (seminars, trainings, events) to drive growth in the region and support assigned sales team.
* Execute and lead all brand strategies, such as customer call plans, message delivery, managed markets pull through, reimbursement and resource utilization, new product launches, etc.
* This role requires extensive internal coordination and communication with sales and marketing, customer service, human resources, professional education, sales training, legal, operations, etc.
* Achieves high availability and accessibility to direct reports through frequent field contacts, bi-annual performance reviews, organizational meetings, etc. to maintain a deep understanding of the business and coach for continuous improvement within the region.
* Demonstrates sensitivity and respect to colleagues and/or customers across geographic and cultural boundaries. Builds positive working relationships and brings people together to achieve results as a team and proactively mentors and shares professional knowledge across the organization.
* Inspires and energizes others to embrace new ways of doing things to manage change effectively, demonstrates a willingness to take the appropriate risks and consistently strives for continuous improvement.
* Ensure their direct reports have an active individual development plan and embrace the process of continuous improvement.
* Builds strong working relationships with key opinion and business leaders within the region, such as health care professionals, hospitals, clinics, medical groups, universities, etc.
* Ensures all team members in the region are compliant with all CooperSurgical Incorporated policies.
* Document all field activities and ensures all assigned employee training is completed and up to date.
* Contribute to the success of the organization by contributing to a positive work environment for all internal and external stakeholders.

**Required Qualifications and Experience**:

* Candidates should possess 5+ years in the pharmaceutical or medical device sales industry with a minimum of 3+ years in sales management.
* Strong documented sales results over time for both the individual and team level.
* Documented leadership ability and success as a hiring manager building and leading high-performance teams.
* Ability to create and execute strategic and operational business plans.
* Ability to effectively teach the use of multiple selling techniques and tools to sales representatives who are interacting with customers having different needs and interests.
* Ability to adapt and succeed in a very dynamic marketplace and work environment; experience in developing new innovative markets.
* Apply a range of problem-solving techniques to think through and solve issues creatively to improve performance and company effectiveness.
* Excellent communication (both written and verbal) skills, ability to coordinate and prioritize.
* Ability to build strong working relationships and cross-functional teamwork skills.
* Ability to understand and communicate scientific and technical medical information.
* Computer skills:  Outlook, Word, Excel, and PowerPoint.
* Passing of background check, which may include verification of prior employment, criminal conviction history, educational and driving records.
* A valid driver’s license and insurable driving record.
* Significant overnight travel may be required (>50%) for this position.

**Education**

* Bachelor’s Degree or higher is required.
* MBA, or other advanced degree or equivalent in business administration preferred.

**Knowledge, Skills, and Abilities**:

* Experience in the Women’s Health Specialty and in educating or influencing targeted customers.
* Working knowledge and relationships with key accounts in the assigned geographic footprint.
* Large account management experience is preferred.

As an employee of CooperSurgical, you'll receive an outstanding total compensation plan. As we believe your compensation goes beyond your paycheck, we offer a great compensation package, medical coverage, 401(k), parental leave, fertility benefits, paid time off for vacation, personal, sick and holidays, and multiple other perks and benefits. Please visit us at www.coopersurgical.com to learn more about CooperSurgical and the benefits of becoming a member of our team.

To all agencies: Please, no phone calls or emails to any employee of CooperSurgical about this opening. All resumes submitted by search firms/employment agencies to any employee at CooperSurgical via-email, the internet or in any form and/or method will be deemed the sole property of CooperSurgical, unless such search firms/employment agencies were engaged by CooperSurgical for this position and a valid agreement with CooperSurgical is in place. In the event a candidate who was submitted outside of the CooperSurgical agency engagement process is hired, no fee or payment of any kind will be paid.

We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender, gender identity or expression, or veteran status. We are proud to be an equal opportunity workplace.

For U.S. locations that require disclosure of compensation, the starting base pay for this role is between $130,000 - $160,000, with a total earnings potential of up to $202,000 at target. The actual base pay includes many factors, and is subject to change and modification in the future. This position may also be eligible for other types of compensation and benefits.