

Job Title - National MSL Director

Location – Remote – 40-60% travel

We are hiring a National Director who will build, train, mentor and lead our Medical Science Liaison (MSL) team. This role will be involved in hiring, mentoring, and retaining a high performing MSL team; developing innovative processes, infrastructure, and capabilities to best serve our customers; and collaborate internally as a key member of medical affairs leadership to collect insights and metrics that will shape company strategy and priorities.

Key Responsibilities of the role:

- Hire, lead, and develop our company's first field team of ambitious, high-performing, and clinically oriented Medical Science Liaisons (MSLs).
- Develop and implement field medical strategy, including key initiatives and insights gathering.
- Lead key activities for medical conferences including pre-conference planning, insights collection and working with academic institutions.
- Provide in-territory coaching for field medical teams including mentoring, guidance, growth & succession planning, field reports based on their individual performance/progress and presentation skills.
- Identify opportunities for cross-functional collaboration including clinical operations, market access, sales, and marketing when appropriate and according to compliance and regulatory guidelines.
- Partner with medical affairs, sales, and marketing leadership to ensure synergistic messaging and to convey feedback and insights from the field.
- Be an integral part of the launch-readiness team, providing ideas and guidance to the leadership team to ensure a successful launch.
- Lead the development of impactful resources for eye care providers & their clinical staff.
- Analyze and provide qualitative and quantitative metrics and data from activities.
- Ensure compliant field interactions per company and PhRMA guidelines.
- Identify gaps in ECP education and clinical evidence; propose ideas on how to address unmet educational and evidence needs. Serve as a presbyopia disease state and product expert and be able to provide strategic input into educational initiatives and product launch plans.
- Stay current on Presbyopia scientific literature and market and maintain adequate communication on KOL engagement and opportunities for disease state education and awareness.

Education and Experience:

- Doctorate degree required: OD (Doctor of Optometry) or (MD/DO (Ophthalmology)).
- A minimum of three (3) years of work experience of which two (2) must be in eye care medical affairs, a minimum of two (2) years as a medical liaison and one (1) year managing a field-based medical team.
- Flexibility in adapting/reacting to changing market dynamics and competitive challenges. Tolerance for ambiguity and the ability to be flexible within the work environment. High sense of urgency and commitment to excellence in the successful achievement of objectives. Excellent planning and organizational skills to demonstrate leadership and initiative.



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- Strong leadership skills, ability to inspire and motivate others, and be an advocate for the team. You'll be working closely with the top optometrists and ophthalmologists to understand their needs and help them better serve their patients.
 - Serve as a role model for scientific communication skills. We'll be trusting you as the front line of our company, to ensure that our customers are prepared for our product launch. You'll be involved with critical decisions and we're counting on you to share new and creative ideas with us.
 - In addition to leading a team, you will also need to develop relationships with key thought leaders (Optometrists & Ophthalmologists), academic centers & researchers to support Medical Round Table discussions & Advisory Board sessions. Player/Coach mindset.
 - Knowledge of personnel management including recruitment, hiring, progressive discipline process, coaching and motivation.
- **Additional Details:**
 - This position will be field based (remote) anywhere in the continental United States and employee must live within commuting distance to a major airport.
 - This position reports directly to our Medical Affairs Team Lead. Travel to conferences, field visits nationally, and our corporate headquarters in San Diego, CA will be required, an estimated 40-60%.

Salary Range

- \$190,000-\$220,000

Mission Statement:

LENZ employees are united in a mission to improve and sustain vision. We are passionate and creative about applying scientific innovation to meet the needs of the millions of people worldwide who suffer from Presbyopia and other ophthalmic maladies. We focus on the development and commercialization of new therapies to bring our mission to life for patients every day.

We are committed to providing an engaging, rewarding work experience that reflects the passion our employees bring to our mission to improve and sustaining vision. Our company fosters a diverse and inclusive culture where our employees are encouraged to learn, grow and innovate, while making a meaningful difference for millions of people around the world.

LENZ provides equal employment opportunities to all employees and applicants.