



Job Title - National Director, Sales Training & Development

Location - Remote (~40% travel)

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 sustain 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.

Overall Purpose:

As the National Director, Sales Training & Development, you will play a pivotal role in developing and implementing a comprehensive sales training program for our pharmaceutical sales force. This position will be responsible for designing, delivering, and assessing training initiatives to ensure that our sales representatives are equipped with the knowledge, skills, and resources necessary to effectively promote and sell LENZ Therapeutics products in a competitive market. This position requires strong leadership, strategic thinking, initiative, and a deep understanding of pharmaceutical sales processes and regulations.

Key Responsibilities of the Role:

- Develop and execute a strategic sales training plan aligned with the company's objectives and sales goals.
- Collaborate with cross-functional teams including marketing, sales leadership, medical affairs, and regulatory affairs to ensure training content is accurate, compliant, and aligned with brand strategies.
- Design and deliver engaging and interactive training sessions, workshops, and materials using a variety of formats including in-person, virtual, and e-learning platforms.
- Lead the initiative in planning and executing regional, national, and training meetings. Attendance required at eye care conferences/conventions.
- Manage the sales training budget, track expenses, and ensure resources are allocated effectively to support training initiatives.
- Develop and maintain relationships with key stakeholders including sales leadership, marketing, and external vendors to facilitate collaboration and knowledge sharing.



- Provide regular updates and reports to senior leadership on the status of sales training activities, highlighting key achievements, challenges, and opportunities for improvement.
- Foster a culture of continuous learning and development within the sales organization, promoting professional growth and career advancement opportunities for sales representatives.
- Evaluate the effectiveness of sales training programs through ongoing assessment and feedback mechanisms, adjusting as needed to optimize performance and results.
- Stay current on presbyopia market trends, best practices, and regulatory requirements related to pharmaceutical sales training, incorporating new insights and methodologies into training programs.

Qualification Requirements:

Expertise:

- Strong understanding of pharmaceutical industry regulations and compliance requirements, including FDA guidelines and industry codes of conduct (e.g., PhRMA guidelines).
- Demonstrated experience in designing, delivering, and evaluating sales training programs, preferably within the pharmaceutical or healthcare sector.
- Excellent communication and presentation skills, with the ability to effectively convey complex information to diverse audiences.
- Proven leadership abilities, with a track record of building and developing high-performing teams.
- Ability to collaborate cross-functionally and influence stakeholders at all levels of the organization.
- Strong analytical skills, with the ability to gather and interpret data to inform decision-making and measure training effectiveness.
- Willingness to travel as needed to support training initiatives and attend conferences, meetings, and events.
- Proficiency in Microsoft Office Suite and experience with learning management systems (LMS) or other training technology platforms.
- Ability to adapt to changing market conditions and customer needs.
- Strong organizational skills with the ability to manage multiple priorities and meet deadlines in a fast-paced environment.

Additional Dimensions:

- 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 to the VP of Sales. Travel to conferences, national field visits, and our corporate headquarters in San Diego, CA will be required, an estimated 40-50%.

Education and Experience:

- Bachelor's degree in a relevant field such as business, life sciences, or education; advanced degree (e.g., MBA) preferred.
- Minimum of 8-10 years of experience in pharmaceutical sales, with at least 2 years in a sales training leadership role.

Physical Demands and Work Environment:



Typically works in an office environment. May, on a continuous basis, sit at desk for a long period of time, intermittently answer telephone and write or use a keyboard to communicate through written means. Some walking and lifting up to 20 lbs. may be required. The noise level in the work environment is usually low to moderate. Must be flexible to work varying schedules and hours as needed. Frequent domestic travel will be required (up to 50%). The physical demands described above are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Salary Range: \$200-230k