

Job Title – Regional Sales Director – West Coast

Location – Remote with 40-50% Travel

LENZ Therapeutics is a late-stage clinical company developing innovative ophthalmic pharmaceutical products that improve vision, proudly based in San Diego. 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: The Region Sales Director will set the standard of ownership and accountability for their front-line leaders and sales representatives. The Director will build their team to pursue sales excellence relentlessly and compliantly to successfully launch LENZ Therapeutics investigational product LN2100 for the pharmacological treatment of presbyopia. They will champion a culture of high performance and drive outstanding execution. The Director will also lead engagements with key Eye Care Physicians, coach and mentor front-line leaders, lead sales meetings, and attend professional conferences, all with the goal of driving performance.

This critical leadership role will be ideal for someone who thinks strategically, operates with tactical precision and is looking to develop and lead a team to greatness.

Key Responsibilities of the Role:

- Build a sales force. Recruit, hire, develop, and inspire the sales leaders and representatives from pre-launch through commercialization, including launch readiness and post-approval activities for the sales force.
- Achieve results through your sales team with a successful commercial launch, working closely with commercial and medical counterparts to ensure alignment and success.
- Be accountable for your Regional Sales team for exceeding sales forecast, productivity goals, and key performance indicators (KPIs).
- Analyze market trends, competitive landscape, and customer needs to identify opportunities for growth.
- Recruit, onboard, and coach a team of District Managers and Sales Representatives.
- Conduct regular performance evaluations, set development goals, and provide feedback to team members.



- Create & implement sales plans to drive revenue growth and market penetration.
- Analyze sales performance metrics and generate reports to track progress and identify areas for improvement.
- Collaborate with internal departments, including marketing, medical, and sales operations, to support sales efforts and address customer needs effectively.
- Cultivate and maintain strong relationships with eyecare professionals within the region.
- Ensure compliance with industry regulations, company policies, and ethical standards in all sales activities.
- Foster a culture of continuous learning and development within the sales organization, promoting professional growth and career advancement opportunities for District Managers and Sales Representatives.

Additional Dimensions:

- This position will be field based (remote). Employee must live within the assigned region and within commuting distance to a major airport.
- Reports directly to the VP, Sales. Travel to conferences, meetings, regional field visits, and to our corporate headquarters in San Diego, CA will be required, an estimated 40-50%.

Qualification Requirements:

Expertise:

- Demonstrated leadership skills with the ability to motivate, coach, and develop sales leaders.
- Proven sales leadership abilities, with a track record of building and developing high-performing teams to exceed forecast.
- Ability to collaborate cross-functionally with stakeholders at all levels of the organization.
- Strong analytical skills, with the ability to gather and interpret data to inform decision-making and measure sales effectiveness.
- Willingness to travel to support conferences, meetings, and other events with Eye Care Professionals (ECPs)
- Ability to adapt to changing market conditions and customer needs.
- Robust organizational skills with the ability to manage multiple priorities and meet deadlines in a fast-paced environment.
- Strong understanding of pharmaceutical industry regulations and compliance requirements, including FDA guidelines and industry codes of conduct (e.g., PhRMA guidelines).

Education and Experience:

- Bachelor's degree required; advanced degree (e.g., MBA) preferred.
- 6+ years as a pharmaceutical sales leader, with a track record of exceeding sales goals and leading successful teams.
- Eye Care experience strongly preferred.



Physical Demands and Work Environment

Typically works in an office environment and at ophthalmic practitioner's locations. 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 out-of-town travel will be required. 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

- \$210,000 - \$230,000