

## Job Title - District Manager, Sales

### Location - Remote with 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 District Manager will build their sales team to pursue sales excellence compliantly and relentlessly in order to maximize the launch of LENZ Therapeutics products. The District Manager will be an expert coach to elevate every aspect of execution in every territory. They will also engage with key district customers, coach and mentor front-line sales representatives, lead sales meetings, and attend professional conferences, all with the goal of driving performance across all district territories. The District Manager will set high standards for launch and beyond and will champion a culture of outstanding performance and full ownership of all activities and results for each district territory.

#### Key Responsibilities of the Role:

- Attract, hire, develop, inspire, and retain a team of high performing frontline sales representatives focused on elite customer engagement.
- Drive the launch and ongoing performance by inspiring outstanding district and territory results with frequent accountability measures.
- Collaborate with marketing and training department for critical development points to drive sales effectiveness.
- Champion compliant promotion and align execution across frontline sales representatives.
- Establish a clear customer focus by developing 1:1 relationships with important district customers.
- Drive key customer engagement while attending select district & national level customer conventions.
- Collaborate directly with customers & build strong relationships with key accounts in the geography to advance the selling process & gather important feedback.
- Conduct field rides with sales professionals-coach to execution excellence.



- Ensure actionable business plans are set. Align all selling activities to drive impact.
- Set clear expectations and performance goals across the geography & implement systems of accountability to ensure consistent top tier execution.
- Ensure district expenses are aligned to budgets and set to maximize impact.
- Provide frontline feedback & insights to sales leadership, marketing, sales ops, & other stakeholders to shape sales strategies.

**Additional Dimensions:**

- This position will be field based (remote). Candidate must live within the assigned district.
- Travel will be required within the selling geography & beyond to sales meetings, customer conventions & to headquarters in San Diego, CA.
- 50%+ Travel Required
- This position reports directly to the Region Sales Director. Travel within the selling geography, sales meetings, conferences, customer meetings, and our corporate headquarters in San Diego, CA will be required.
- The Senior District Leader level will be considered for candidates with relevant experience and a track record of achievement.

**Qualification Requirements:**

**Expertise:**

- Demonstrated strategic leadership, adjusting plans & tactics to meet changing market dynamics; utilize data to guide priorities, coaching & communication skills.
- Established track record with evidence of excellent problem solving, collaboration & leadership skills.
- Collaboration experience with marketing, commercial operations, training, and medical affairs to achieve shared goals & objectives.
- Highly adaptable to change, able to quickly pivot, respond & lead through market information in a fast-paced environment.
- Proven ability to problem solve & execute on tough decisions.

**Education and Experience:**

- Bachelor's degree in business, marketing, or a related field; MBA or advanced degree preferred.
- 8+ years of experience in pharmaceutical sales.
  - 2+ years Eye Care experience strongly preferred.
  - Previous front line leadership experience strongly preferred.
  - Proven track record of launch 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



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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**

- \$160,000-\$190,000