

Job Title – Director of Trade, Pharmaceutical Industry

Location – San Diego

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 Director of Trade will lead and develop trade strategy, partnerships, and initiatives within the for LENZ to maximize product access and distribution. This role will be responsible for establishing and maintaining relationships with key stakeholders, such as 3PL, wholesalers, and pharmacies. The Director will align trade strategies with corporate objectives, ensure regulatory compliance, and ensure smooth transfer of LENZ products.

Please note that this role requires to be in our offices in Solana Beach (M-Th).

Key Responsibilities of the Role:

- **Strategic Trade Planning:**
 - Develop and execute comprehensive trade strategies to support market growth, channel optimization, and overall revenue objectives.
 - Identify, assess, and build partnerships with key trade and distribution channels, including wholesalers, retail pharmacies, and online platforms.
 - Monitor market trends, competitive landscape, and regulatory changes to identify risks and opportunities.
- **Relationship Management:**
 - Build and maintain strong relationships with key trade partners to ensure optimal product availability and competitive positioning.
 - Negotiate trade agreements, pricing structures, and performance incentives with distributors, wholesalers, and retail chains.



- **Cross-Functional Collaboration:**
 - Work closely with Sales, Marketing, Regulatory Affairs, Finance, and Supply Chain teams to align trade strategies with corporate objectives.
 - Support Product and Market Access teams to develop programs that enhance product placement and support brand visibility.
- **Compliance and Regulatory Oversight:**
 - Ensure compliance with all pharmaceutical trade and distribution regulations, including FDA, DEA, and other local and international laws.
 - Develop and enforce policies that maintain ethical and compliant distribution practices.
- **Performance Analysis and Optimization:**
 - Analyze trade channel performance, customer segmentation, and market penetration to identify growth opportunities.
 - Lead efforts to optimize distribution efficiency and reduce costs while maintaining high service levels.
 - Use data-driven insights to assess trade initiatives' success and adjust strategies as needed.
- **Budgeting and Financial Oversight:**
 - Manage the trade budget, including forecasting, cost analysis, and ensuring effective use of trade funds.
 - Track trade expenditures and assess ROI to inform decision-making and future investment strategies.

Qualification Requirements:

Expertise

- Proven leadership and strategic planning experience, with a strong background in managing trade partnerships.
- Experience implementing programs such as Denial Conversion etc.
- In-depth knowledge of pharmaceutical distribution, regulatory standards, and compliance requirements.
- Excellent negotiation, communication, and interpersonal skills.
- Strong analytical skills and experience using data to drive business decisions.
- Strategic thinker with strong business acumen.
- Results-driven with a focus on execution and meeting corporate objectives.
- Collaborative, with the ability to work cross-functionally and influence stakeholders.
- Adaptable to market changes and evolving industry dynamics.

Education and Experience:

- Bachelor's degree in Business, Marketing, Pharmacy, or related field (MBA or advanced degree preferred).
- 8-10+ years of experience in trade, distribution, or commercial operations within the pharmaceutical industry.



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 out-of-town travel may 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

- 185-200k DOE

Mission Statement:

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