



Job Title – Specialty Sales Representative, Eye Care

Location – Remote, San Diego, CA

LENZ Therapeutics is a pharmaceutical company focused on the commercialization of VIZZ™ (aceclidine ophthalmologic solution) 1.44%, the first and only FDA-approved aceclidine based eye drop for treating presbyopia, a condition impacting an estimated 1.8 billion people globally and 128 million people in the United States. LENZ is commercializing VIZZ™ in the United States and continues to establish licensing partnerships internationally to provide access to VIZZ globally. The company is headquartered in San Diego, California.

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:

We are hiring frontline sales professionals to launch a product in the ophthalmic presbyopia market. The Specialty Sales Representative will be responsible for territory disease state education along with the launch and ongoing growth of LENZ Therapeutics product portfolio. They will deliver high standards for the ongoing launch and will champion a culture of outstanding performance, compliance and full ownership of all activities and results. The Specialty Sales Representative will be experts in sales execution, resource utilization, account management, business ownership, and will build/foster relationships with key eye care customers. They will relentlessly pursue excellence to maximize sales in their territory while learning to adapt to changes and needs of the business. This critical sales role will be ideal for someone who thinks strategically, operates with tactical precision, and strives for excellence.

Key Responsibilities of the Role:

- Expert in selling skills and account development including building relationships with targeted physicians. Optometrists & Ophthalmologists.
- Drive execution by exceeding sales performance goals and key productivity metrics across the territory.

- Use analytical skills to guide highly productive activity, prioritize key customer engagements, drive reach and frequency to extend depth and breadth of product trial and utilization.
- Understand all functions within ophthalmology/optometry practices and how their roles impact product prescribing and pull through.
- Complete knowledge in eye care clinical information: Ocular anatomy, disease state, products, and office treatment patterns.
- Ensure actionable business plans are set and align all selling activities to drive impact.
- Personal accountability for driving the highest standards of ethics and compliance.
- Maximize all key resources that lead to territory success.
- Achieve success and be prepared to adapt in a selling environment partnering with many stakeholders: district managers, marketing, medical affairs, sales ops, inside sales, and training.
- Share ongoing best practices among peers and leadership to elevate national performance.
- Ensure PDMA compliance and adhere to all company and industry compliance guidelines.
- Highly adaptable to change, able to quickly pivot, and respond to new market information in a fast-paced environment.
- Strong communication and change management skills.

Additional aspects for the Role:

- This position will be field based (remote). Candidate must live within the assigned territory
- Travel will be required within the selling territory & beyond to sales meetings, customer conventions & to headquarters in San Diego, CA.
- Up to 40-50% Travel Required in some larger territories
- This position reports directly to the District Manager. Travel within the selling geography, sales meetings, conferences, customer meetings, and our corporate headquarters in San Diego, CA will be required.

Qualification Requirements:

- Bachelor's degree in business, marketing, or a related field.
- 2+ years of experience in pharmaceutical sales with a proven track record of success - required.
- Proven track record of pharmaceutical launch experience strongly preferred.
- Eye Care experience - strongly preferred

How You'll Thrive Here:

- Operates with agility and adaptability in a fast-paced, evolving environment.
- Embraces a launch mindset – proactive, flexible, and motivated by bringing a new product to market.
- Approaches challenges with optimism, respect, and a solutions-



- oriented attitude.
- Collaborates cross-functionally with openness and accountability, living the LENZ values of teamwork and trust.
- Thrives in a growth-driven culture, welcoming feedback and learning through change.

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

- \$110-140k per year, based on successful sales experience in pharma, eye care pharma, & vision care

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.