

Job Title – National Director, Sales Training

Location – Remote (~40-50% travel)

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:

As the National Director of Sales Training, you will lead the strategy, implementation, and ongoing evolution of Sales Training initiatives across the organization. You will partner closely with Sales Leadership, HR, Marketing, and MLR to ensure field readiness, cohesive training frameworks, and measurable performance impact.

You'll continually evaluate what our field needs to excel in driving sales performance for VIZZ, aligning training content and delivery with business priorities and market dynamics. This role requires a balance of strategic vision and hands-on execution, with approximately 30% of your time spent in the field: observing, coaching, and collaborating with District Managers and Sales Representatives to reinforce

Key Responsibilities of the Role:

Field Engagement & Training Delivery

- Work with Specialty Sales Representatives and District Managers to identify training needs and field rides (~30% field time).
- Design, develop and facilitate workshops (live, virtual and self-paced) focused on product knowledge, selling skills and field effectiveness.
- Stay current on presbyopia market trends, best practices, and regulatory requirements related to pharmaceutical sales training, incorporating new insights and methodologies into training programs.
- Lead the initiative in planning and executing regional, national, and training meetings. Attendance required at eye care conferences/conventions.

- Lead “Train-the-Trainer” programs to enable District Managers and other field leaders to deliver workshops consistently.
- Develop and deliver new-hire training programs: live classes, virtual sessions, self-paced e-learning; partner with HR, IT and Sales Leadership to support onboarding and seamless field integration.
- Provide regular updates and reports to senior leadership on the status of sales training activities, highlighting key achievements, challenges, and opportunities for improvement.
- Own MLR (Medical-Legal-Regulatory) submissions and approvals for all training-related materials (documents, presentations, workshops).
- Oversee and manage the Company’s Learning Management System (LMS) including curriculum content, updates, analytics and user-engagement measurement.
- Develop and maintain relationships with key stakeholders including sales leadership, marketing, and external vendors to facilitate collaboration and knowledge sharing.
- Own the Sales Training budget and knowledge systems (including the shared folder and SharePoint page) to ensure seamless organization, version control, and accessibility of training resources.

Qualifications & Experience:

- Bachelor’s degree required (Business, Education, Life Sciences or related); advanced degree (MBA, MS) preferred.
- Minimum of 8-10 years of progressive experience in training and enablement; ideally in pharmaceutical, ophthalmic or life-sciences commercial environments.
- Demonstrated success designing, delivering and scaling sales-training programs: new hire programs, train-the-trainer models, field ride engagements, virtual/self-paced solutions.
- Proven LMS administration experience (content management, analytics) and familiarity with content systems (SharePoint, content libraries).
- Strong analytical mindset: ability to collect, interpret and act on training and field performance data.
- Excellent stakeholder-management and collaboration skills; experience working cross-functionally (Sales, HR, Medical, Marketing, IT).
- Exceptional communication and presentation skills; capability to engage field audiences, senior leadership and cross-functional partners.
- Willingness to travel ~50% (field visits, workshops, meetings) and spend time directly in the field environment.
- Demonstrated ability to build scalable frameworks, tools and training processes in a fast-growing commercial organization.

Why You’ll Love This Role:

- A strategic role with direct impact: you’ll shape the field-facing learning ecosystem of a high-growth commercial organization.
- Field-based engagement: you’ll spend meaningful time in the field working with teams and leaders, not just behind the desk.



- Measurable impact: your training frameworks, systems and insights will directly drive field readiness, productivity and business results.
- Mission-driven company culture: you'll join an organization committed to innovation, collaboration and improving patient lives.

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

- \$200-240k

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.