



## Key Account Manager – QC

### **Position Summary**

As part of the Paladin OTC Products Team, the incumbent will be responsible for developing and managing relationships and business with key retail accounts in the assigned geographies. The incumbent will contribute to the achievement of the overall sales objectives of the OTC Products group as well as to the achievement of specified sales and strategic objectives within key accounts in their assigned territory. A Key Account Coordinator will provide administrative and analytical support to the Key Account Manager. Paladin's OTC Products portfolio includes: Plan B, Tempra, Zincofax, Unisom, Kaopectate, Anacin, Anbesol, Auralgan and Cerumol.

Positioned is based out of Montreal and primarily focused on the Quebec territory but will require periodic travel to British Columbia and to the Atlantic provinces.

### **Reports To**

Director OTC Products

### **Specific Responsibilities**

1. Achievement of sales targets and development of sales volumes at key accounts in Quebec, British Columbia and in the Atlantic provinces. Travel within the territory will be required on a periodic basis.
2. Build and maintain strong and positive relationships with customers and act as the primary liaison for all account inquiries related to Paladin's OTC products in accounts managed.
3. Analyze customer sales, competitive dynamics and customer needs to recommend strategies to further develop sales volumes within accounts managed. Manage all promotional budgets.
4. Lead and manage all key account negotiations and agreements, including trade, exclusivity, listings, promotions and other agreements.
5. In conjunction with Product Management, develop annual business plans, budgets and strategies to grow sales on promoted brands within accounts managed.

### **Characteristics of a Good Candidate**

#### **1. Leadership**

A successful candidate must be able to demonstrate a proven ability to recognize opportunities, form a vision of what can be achieved and then challenge self or others to achieve breakthrough results.

#### **2. Communications Skills**

A successful candidate must be able to consistently do a good job of communicating clearly and concisely with an ability to enroll others in ideas in a way that builds commitment to them.

#### **3. Priority setting**

A successful candidate must be able to handle multiple priorities well. He must be able to define who his customers are, seek to understand their needs and to set priorities with those in mind. The candidate will be able to recognize the most important issues, make effective plans and get resources in place to achieve key objectives.

**4. Problem Solving / Analytical Skills**

A successful candidate must be able to demonstrate an ability to sort through complex data, gather relevant view points, identify important issues and make well reasoned and actionable recommendations based on the findings. The candidate must be able to recognize developing problems and handle them well in the pursuit of his objectives.

**5. Initiative and Follow Through**

The candidate must be able to demonstrate an ability to get going on important priorities, overcoming obstacles and taking appropriate risks in order to keep projects moving towards objectives. He should be able to demonstrate a record of setting specific, stretching objectives and achieving or exceeding them.

**6. Outstanding Territory Management Skills**

The candidate demonstrates sound professional experience, ability and efficiency in generating sales results in a given territory/region. The candidate is regarded as someone who not only sets standards but can effectively hold others to them as well.

**Candidate Profile**

	Required	Asset
<b>Education:</b>	<ul style="list-style-type: none"> <li>• B.Comm or MBA</li> <li>• Bachelor's degree in different area with relevant experience will be considered.</li> </ul>	<ul style="list-style-type: none"> <li>• Science background</li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>• Minimum 10 years in packaged goods and/or OTC pharmaceuticals along with a minimum of 5 years in Key Account Management in OTC Pharmaceutical products</li> <li>• Established relationships with key accounts.</li> </ul>	
<b>Other:</b>	<ul style="list-style-type: none"> <li>• Fluent in English and French.</li> <li>• Strong computer skills (spreadsheet, database applications, presentation software and word processing)</li> </ul>	

**Compensation**

- Base: Competitive Salary & Bonus plan
- Options: Participation in Paladin's SharePower program
- Other: Eligibility to participate in Employee Stock Purchase Plan  
Company vehicle provided  
Competitive Health Care Benefits  
Group RRSP Plan