

Regional Business Manager - Vascular - Belgium

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Company: Cook Medical

Location: Brussels

Category: other-general

Overview

The primary purpose of this position is to increase the Vascular Division's sales and profitability in the business area. The Regional Business Manager is responsible for the execution of the clinical and commercial goals described in the Country Plan.

The Regional Business Manager is responsible for all team members in the assigned area concerning hiring, managing, training, directing, developing, monitoring and motivation.

Responsibilities

The main responsibilities will encompass, but will not be limited to:

Manage the Business:

Provide direction, support, training and guidance to all team members within the assigned business area to help achieve individual and organizational goals. This includes but is not limited to the following: Responsible for Recruitment of division employees who report directly to the RBM. All recruitment to be done with involvement of Human Resource Department. Responsible for performance and disciplinary issues, up to and including dismissal (Liaise with HR to ensure that correct legal procedures are adhered to). Set sales targets and manage division KPI's from a clinical and non-clinical perspective.

Actively monitor market share and potential in the assigned region.

Manage pricing framework, sales plan in corporation with Country Business Manager and Commercial Business Manager

Select, organize and participate in local and international exhibitions and meetings in

corporation with CBM

Maintain active relationships with key accounts and key regional physicians.

Ensure that complaints are monitored and actively addressed in a consistent and timely manner and in accordance with company procedures.

Review and Approve Expense Reports in accordance with company procedures.

Perform and attend business reviews with local team

Securing Employee Development and Organisational Culture:

Provide ongoing coaching, mentoring, and feedback both formally through the performance management process and informally through daily discussions and interactions, while recognizing employees for their contributions.

Ensure that roles and responsibilities, performance expectations, and training requirements are developed and clearly documented and communicated to each employee. Cultivate a safe, secure, and supportive environment where employees can thrive and morale is maintained.

Responsible for performance and wage reviews for team members.

Identify and develop current and future leadership.

Maintain our culture, values and commitment to Ethics and Compliance by recognizing, demonstrating, and enforcing appropriate and compliant behavior.

Within scope of responsibility, ensure all quality, regulatory, and product-specific requirements are met.

Employ a participative management style (lead by example) and be solution oriented, technically astute and receptive.

Understand and be accountable for conducting Cook business with integrity and in compliance with applicable standards including Cook policies. Utilizing internal training programs, define training for local organization Ensure that all staff are being managed/appraised/trained appropriately Secure the Cook culture and comply with company guidelines & policies Define and lead initiatives aimed at developing staff including technical and

commercial knowledge

Collaboration:

Provide feedback to the Vascular Management Team regarding business plan, team performance, achievement, customer situations and sales activities.

Qualifications

Language Skills - Excellent written and verbal command of English and other relevant languages

Previous, profit centre management experience in the medical device industry preferred

Previous experience managing and leading field based sales teams required - minimum 5 years experience

Previous experience in the Vascular market

Formal business qualification preferred and/or a proven sales track record

High self-motivation and initiative

Decision making efficiency with an ability to focus on and progress key business goals

Leadership potential and an ability to motivate, engender loyalty and commitment in subordinates

Willingness to take appropriate risks for the execution of business strategy

Proven problem-solving skills

Excellent organizational skills

Availability and willingness to travel on company business.

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