

## **Manager, Business Analytics (10-015)**

Azur Pharma, Inc., a dynamic, growing, privately-held specialty pharmaceutical company with commercial franchises in psychiatry, women's health and orphan drugs, is currently seeking candidates to fill a Manager, Business Analytics, to support a growing Business Operations group.

In this role, the successful candidate will have deep expertise in both sales and marketing analytics within the pharmaceutical/biotech industry, and perform the following tasks:

- Lead and manage all aspects of Field Force and Managed Markets Incentive Compensation design and management, working with team members in other departments across the Commercial organization;
- Direct and manage multiple vendor relationships and act as primary project manager and liaison, working with vendors and internal teams as well as Field Leadership to ensure successful project results;
- Proactively diagnose and define challenges across a variety of complex Incentive Compensation program scenarios, Operations and Brand projects;
- Develop and align solutions with commercial objectives, ensuring solutions meet organizational strategies;
- Develop comprehensive, stakeholder aligned communication strategies for Incentive Compensation and Sales Operations programs to all levels of internal and external management and field teams, aligning communications with management needs and perspective
- Analyzes IC Program, leveraging multiple resource channels, drawing conclusions which shape recommended solutions that are relative to the Commercial organization strategies and objectives;
- Fiscal responsibility of Incentive Program, providing financial and budget guidance appropriate to needs of organization through senior management and executive decision-making processes
- Build alignment and facilitate decision-making with complex stakeholder teams, using insightful understanding of working relationships, decision-making and consensus development dynamics;
- Participate with varying degree of involvement and leadership roles in multiple cross-functional projects where Sales Operations involvement and perspective is required;
- Manage and utilize an SFA system;
- Manage the operation budget and interact with finance group regarding accruals

The preferred candidate will have earned a bachelor's degree in a related field and four or more years of related experience which demonstrates advanced capabilities in data analysis, modeling, business planning, and project management. Prior experience in managing vendors and direct reports is a requirement.

- Ensures proactive market and business assessment across the brands and functional areas within

- the Commercial group, looking for efficiencies and best practices as well as analytical insights
- Serves higher level internal customers in a direct fashion acting as an analytics expert
  - Actively lead, manage, and mentor direct reports so that they can continue to enhance their strategic, critical thinking, and collaboration skills
  - Review analyses generated by direct reports and provide constructive feedback to ensure all goals will be met or exceeded, and so that they can improve the quality of their analyses and build their credibility with customers
  - Defines/oversees various cross functional projects and work completed by team, which may include situational analysis for brand planning, short term sales forecasts and similar type activities.

To be considered for this position, the well qualified candidate should send a resumes and salary requirements, referencing the title and job number, to:

Azur Pharma, Inc.  
Human Resources  
1818 Market Street, Suite 2350,  
Philadelphia, PA 19103  
E-mail: [jobs@azurpharma.com](mailto:jobs@azurpharma.com)

No Calls or Faxes Accepted. Only those candidates considered for an interview will be contacted.

Azur Pharma is an Equal Opportunity Employer.

EOE M/F/D/V