Field Medical Trial Acceleration Director

Job ID
REQ-10034962
Jan 10, 2025
USA

Summary

As a member of the US Therapy Area (TA) Field Medical Leadership Team, the Field Medical Trial Acceleration Director is responsible for shaping the US TA Field Medical Trial Execution Strategy and providing trial pull-through and communications for the TA US Field Medical Organization. Alternative platforms and innovative medicines require new approaches and creative customer facing solutions to successfully initiate and complete trial programs. This role will partner with HQ Medical Direction, GDD, GCO, training, CSPTs, MTLs and PanTA trial teams to ensure alignment with medical trial strategy and successful execution of FM trial objectives. This role will ensure field medical teams are receiving the information, resources, and support, as well as connecting internal resources and solutions, to meet the investigator and trial site needs and ensure timely and successful trial execution.

About the Role

Responsibilities:

Support the US TA National Director in setting Clinical Trial Priorities, executing recruitment and referral strategies, and implementing success metrics to evaluate and apply innovative methods for ensuring the success of US trials

- Leads the creation and delivery of TA Field Medical Annual Clinical Trial Plan, trial input on the quarterly action plan, and coordination of trial recruitment and referral plans.
- Translate USMA/GMA trial strategies into actionable field initiatives (including insight gathering, Investigator engagement, innovative approaches to recruitment and referrals for new platforms)
- Partner with Medical Direction (SMEs, Medical Directors) GDD, GCO and other cross functional teams to ensure strategic alignment of field trial initiatives with Medical and Clinical Trial Plans and overall strategies
- Inform trial strategies by developing processes and delivering communications to USMA, GDD, and GCO and other cross functional partners to convey the impact of field initiatives and insights gained from external stakeholders
- Partner with SMEs, PTLs, MTLs, DSCs and Medical Directors to identify and revise Key Intelligence Topics (KITS) around our clinical trial programs and proactive field trial intelligence initiatives
- Simplify & streamline cross-functional communication & alignment around clinical trial execution within the field medical organization
- Define and ensure role clarity for Field Medical stakeholders involved in Clinical Trials including MTLs, CSPTs, DSCs, and RDM advisors.
- Lead collaboration between field medical and the Clinical and Translational Medicine teams to align on Field Medical support for clinical trials and pipeline compounds

- Partner with Training and Scientific Communications to ensure MSL Clinical Trial training and tools development is incorporated into project planning process and aligned with tactical initiatives
- Provide guidance to MDs on US FM learnings & insights to help scale activities across other TAs and platforms
- Accountable for the design and execution of field trial communications (field medical and cross functional) by packaging all relevant information and ensuring timely, efficient dissemination through appropriate channels (newsletter, emails, teleconferences, etc.)
- Partners with CSPTs and MTLs to understand field needs for trial execution including initiatives, resources, and trial/investigator insights
- Provide guidance to CSTs and training in development of the US TA Field Medical Clinical Trial Training and Resource Plan including planning, organizing and executing annual MSL skills and capabilities training to accelerate and amplify clinical trial execution
- Provide coaching to new hires and experienced MSLs, and actively contribute feedback regarding organizational talent review (OTR) and performance; support MSL candidate interviews

Requirements:

- Doctoral degree (e.g., PharmD, PhD, MD) preferred with 7+ years of Medical Affairs experience or relevant healthcare experience
- Direct experience navigating a complex organization and swiftly pulling opportunities through to action across multiple parts of a matrixed organization
- External customer facing experience preferred such as Medical Science Liaison or Medical Director and clinical research roles
- Deep understanding of the clinical development program and healthcare landscape impacting trial sites and patients
- Deep Medical Affairs understanding, execution, and documentation of Communication Plans/initiatives and experience in creating strategic plans
- Knowledge of alternative therapy platforms, clinical trial processes and clinical development, disease management, and medical research practices in appropriate therapeutic area, and healthcare business and managed market knowledge.
- Demonstrated experience in influencing without authority
- Excellent interpersonal communication, presentation and project management skills, strong personal integrity, teamwork abilities, and customer focus.
- Experience of working in matrixed, cross-functional, and global environments.
- Proven decision-making skills and demonstrated ability to be a consistent high-level contributor or leader of multiple projects, processes, or functions.

The pay range for this position at commencement of employment is expected to be between $204,400.00 and $379,600 per year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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