

JOB DESCRIPTION

Title: Director , Professional Development
Department: Sales
Reports To: VP, Sales
FLSA: Exempt
Survey Job Code: 8333M-8336M
Survey Job Title: Sales Training Management

Summary:

This position will be primarily responsible for delivering and developing product, disease state, and skills-based training programs to Endologix's sales organization to ensure that sales strategies and goals are achieved.

Essential Duties and Responsibilities:

- Will work closely with the VP, Sales, Marketing, Regional Sales Directors and operations to create and implement a sales training curriculum for sales classes, meetings, and field based training sessions.
- Develops and manages a training curriculum budget.
- Develop new hire training program
- Lead Field Sales Training program
- Leads on Customer Training and Development – Peer to Peer
- Sets monthly and quarterly development initiatives
- Training and Sales initiatives for Sales Managers
- Facilitates in-house classroom training programs
- Develops, implements, and maintains sales training tools, processes and records.
- Gathers information related to sales training best practices in the endovascular industry and incorporates into sales training strategies and programs at Endologix.
- This person will become the AAA Development Champion at the company and will partner with the sales organization to grow specific physician practices with respect to their endovascular patient volume.
- Conducts appropriate evaluation of sales training programs and materials related to performance, budget, processes, overall effectiveness and impact on team. Incorporates conclusions from analysis into design and implementation of programs as needed.
- In partnership with Sales leadership, develops programs and materials to support career and leadership development within the Sales organization.

Education, Training, Skills and Experience Requirements:

- BA/BS degree required, advanced degree preferred.
- Minimum of 5-7 years of sales training experience, in the medical device business.
- 4-6 years of sales experience preferred with a proven track record of results in medical device/surgery
- 3-5 years of management experience is highly preferred, specifically in sales, brand management, or development.
- A proven ability to collaborate across functional areas and work effectively with senior management, internal and external partners is essential.
- Extensive knowledge of the medical device industry and company products required, preferably in the vascular surgery market. Excellent business research and clinical understanding is essential. Must have strong organizational and communication skills. The candidate needs to be based in Southern CA. This job is anticipated to require extensive travel, approximately 50% of the time.

Physical Demands:

The physical demands described here 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. While performing the duties of this job, the employee is regularly required to stand; walk, and sit for extended periods of time.

Print Name

Employee Signature

Date