

Susan Smith, MBA

Address | Phone | email | LinkedIn

Tools for Transition Sample Resume

Confidential Global Pharmaceutical Company • 2015 – Present

Specializing in (confidential) disorders

VICE PRESIDENT of SALES, Confidential Division, 2020 – Present

SENIOR NATIONAL SALES DIRECTOR, Confidential Division, 2015 – 2020

Oversee the entire sales team and product portfolio sales attainment in the U.S. Manage seven Directors and 400 staff, which is the largest sales force in the world for this company.

Key Accomplishments:

- Expanded sales team from 340 to 400 to support strong growth of *confidential* treatment.
- Quickly assessed and implemented budgetary discipline to be in compliance with corporate guidelines.
- Established a systematic business-driven culture that was informed by analytics, strategies, and insights.
- Improved field effectiveness by 50%, which increased business with three brands by 40% since 2016.
- Created solid communication and coordination with *confidential* partners.
- Recruited an outside consulting organization to evaluate the teams' effectiveness.
- Selected and completed a global senior leadership development program.

Confidential Pharmaceuticals • 2009 – 2015

Global pharmaceutical company specializing in (confidential) disorders

COMMERCIAL BUSINESS DIRECTOR, Northeastern Confidential Specialty Division, 2013 – 2015

Recruited from 30 Commercial Business Directors, and chosen as only one of six in the organization to lead in a new joint venture. Worked with another *confidential* disorder with a *confidential* company. Oversaw 12 Regional Sales Managers and 64 Sales Representatives.

Key Accomplishments:

- #1 Director in the nation with the launch of *confidential* product market share.
- Established "Creating a Culture of Accountability and Passion for *confidential* Disease State" program.

COMMERCIAL BUSINESS DIRECTOR, Indianapolis Business Unit, 2012

Promoted to a newly-created role in a brand-driven, customer-informed business model to address all aspects of the primary care and managed market ecosystems. Directed eight District Sales Managers, one Account Director, and 70 Sales Representatives.

Key Accomplishments:

- Ranked in the top 5% in the country out of 35 regions.

REGIONAL SALES DIRECTOR, Confidential Portfolio (Southwest) Region, 2010 – 2012

Managed team of nine District Sales Managers and 115 Sales Representatives.

Key Accomplishments:

- Ranked #1 Region and #1 Regional Sales Director for goal attainment of 130% for all portfolio products, 2011.
- Created Regional Sales Manager / District Sales Manager mentoring program that resulted in promotions.
- Launched one new *confidential* product, Dec 2010.
- Placed #1 Region on NRx's and #2 in Volume.
- Invited to participate with senior leadership to develop a new sales structure model.

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Confidential Company (Continued)

DIRECTOR of OPERATIONS, Execution Excellence Group, 2009 – 2010

Led Area Center Leadership Team (Area Sales Directors, Regional Sales Managers, State and Government Affairs) to ensure Area Center (1/3 of the country) strategies and resource allocations supported portfolio goals.

Key Accomplishments:

- Spearheaded regionalization across portfolio of “growth products.” Partnered with Area Sales Directors to drive market share, optimize resources, and uncover and pull through business.
- Led all sales force efficiency and effectiveness initiatives including deployment, optimization, and expansion.
- Took leadership role to ensure consistent messaging across multiple *confidential* therapeutic areas regarding organizational changes and business performance.
- Directed six-person team that participated in a developmental program for highly-talented District Sales Managers to prepare them for brand team positions or Regional Sales Director positions.

Confidential Global Pharmaceutical Company 1989 – 2009

Specializing in (confidential) disorders

REGIONAL MANAGER, Confidential Portfolio, 2000 – 2009

- Led 2nd largest region in the country with annual budget of \$11 million. Developed and implemented regional sales strategies to drive results. Annual sales totaled more than *confidential* millions of dollars.
- Managed 11 District Managers and 116 Sales Representatives.

Key Accomplishments:

- Awarded Regional Manager of the Year: 2001, 2002, 2006, and 2008.
- Finished in top 5% of all Regional Managers every year for eight years.
- Ranked in top 1% of leaders in *confidential* company as measured by Gallup Engagement Survey.
- One of three Regional Managers out of 30 selected to be part of the *confidential* Marketing Team.
- Launched four new *confidential* products under-budget and above-target goals.

HUMAN RESOURCES (Generalist), 2000

One of five Human Resource Directors / Generalists selected by *confidential* company to lead the sales force transition during acquisition of *confidential* company in 2000.

Key Accomplishments:

- Completed merger / acquisition with two-thirds of all personnel retained, resulting in significant cost savings.
- Supported nine field sales forces consisting of 1,100 people during the transition.
- Implemented new/transitional HR policies including merit pay, career ladders, and new compensation system.



Tools for Transition Sample Resume Addendum

PROFILE

Education

Confidential Graduate School of Management MBA, Finance

Confidential University Bachelor of Science, Biology (Pre-Pharmacy)

Certifications

Confidential School of Business certificates “Finance for Non-Financial Managers”; “Strategic Decision Making”

University of *Confidential* certificate course “Managing High-Performance Teams”

Society of Human Resource Management (SHRM) Human Resource Generalist; Labor Law; EEOC; Diversity & Inclusion

COMMUNITY LEADERSHIP

POLITICAL INVOLVEMENT

Actively supports politicians who are advocates to find solutions to local, state and national issues including health, education, homelessness, mental illness, and addiction.

ADVOCATE for LIBERAL ARTS EDUCATION

Confidential University, Board of Visitors, member, 2009 – Present

- Contributes to understanding of the value of liberal arts education through public speaking, including videos available through the university. Stays involved with alumni chapters, meets with students and families 1:1, and strengthens connections with on-campus allied health career groups.

ADVOCATE for COMMUNITY COLLEGES: Focuses on the value of community colleges for the needs of lower-income families, first generation, second careers, ex-military, and people of color.

Confidential Community College, Board of Trustees: Elected two times for six-year terms, *current term ends 2023*.

- Member of sub-committee for selection of President (2018)
- Co-Chair, Finance Community: Involved with budgets, contracts and relations with teachers’ union (8 years)
- Co-Chair, Curriculum: healthcare careers, including nursing and nuclear medicine (2020 – Present)

