

Women's Health Account Executive - New England

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Company: Organon

Location: United States

Category: other-general

Job Description

The Position

Under the guidance of the Director, Commercial Operations Women's Health, the Women's Health Account Director (WH-AD) is the primary or collaborative Women's Health point of contact for Organon for the following:

Integrated Delivery Networks (IDN)

Federally Qualified Health Centers (FQHCs)

Planned Parenthood Federation of America (PPFA)

Title X Grantees

State Medicaid Plans

State FQHCs Administration and Policy Administrators

State LARC or Family Planning Initiatives/Organizations

Discuss and monitor appropriate product medical and pharmacy benefit coverage to increase patient access. Discuss and monitor contracts to create profitable access with appropriate positioning and product utilization. Assess market trends and customer or government policies to adjust or refine business approach. Monitor and adjust to payment reform (i.e., First Dollar Coverage, Title X Funding, LARC Grants etc.), as necessary.

Understand issues around specialty drug pricing. Support product information communications through clinical updates with customers. Support population health and public health efforts in collaboration with stakeholders.

In addition, the Women's Health Associate Director will collaborate with our Company's Women's Health Regional Managers and Clinical Account Specialists on a select group of customers from the following:

Integrated Delivery Networks (IDN)

Federally Qualified Health Centers (FQHCs)

Planned Parenthood Federation of America (PPFA)

Department of Health (DOH)

Title X Grantees.

In these customers, the WH-AD will engage with C-/D-suite customers in assigned accounts and collaborates with the extended Organon field team to support implementation and pull-through at the individual clinic/hospital/provider level consistent with applicable Company policies.

Responsibilities

The WH-AD will be accountable for the Women's Health business performance, business relationship and customer experience with assigned customers, coordinating appropriate Organon resources and personnel to meet the needs of the customer.

Actively develops, enhances and applies a deep understanding of assigned customers, the local market healthcare / women's health ecosystem, and ensuing interplay and translates into potential business opportunities.

Interactions include, but are not limited to, key decision makers in the following functional areas: Medical/Clinical, Pharmacy, Quality, Medical Information/IT, Procurement, Finance, and Contracting.

Develops relations with key public health officials such as state, Medicaid, city and county health department directors, state family planning program directors, representatives of professional societies, and grassroots interest groups.

Responsible for demonstrating strong collaboration and coordination with all Organon customer-facing roles. With all assigned accounts, the WH-AD will be responsible for building a WH account strategy focused on increasing appropriate use of LARCs and coordinating the account team execution consistent with the strategy and customer needs.

Works collaboratively with the other Organon personnel to appropriately address customer needs and ensure that Organon delivers on its objective of becoming a trusted resource in demonstrating value and improving patient health outcomes.

Demonstrates commitment to compliance through understanding of regulations and policies that govern customer interactions and consistent focus on ensuring compliance with them.

Market Management

Acts as the WH market-based account leader for the local private and public healthcare ecosystem; continuously identifies emerging healthcare trends, impacts to market and customers, and enhances organizational learning.

The impact market dynamics have on decisions made by customers.

Translates deep understanding of entire marketplace and trends into potential business opportunities for the team.

Conducts internal business strategy discussions and performance reviews routinely to ensure that the extended team understands the customer's business strategy and appropriately supports it at all levels consistent with applicable Organon policies.

Identifies strategic customers within region/geography that afford Organon differentiated business opportunities and prioritizes their importance.

Women's Health & LARC Expertise

Demonstrates and applies in-depth knowledge of the WH landscape including:

ACOG-recommended LARC Guidelines, quality measures affecting LARCs, and reimbursement processes.

Local/regional LARC initiatives and goals (e.g. coalitions, public health or IDN LARC initiatives).

Key factors affecting WH product uptake, implementing LARC initiatives, and WH resources.

Best practices on approaches to improve LARC utilization rates.

Applies expertise to help customers understand and implement processes that effectively increase appropriate LARC utilization.

Provides approved disease, product and unbranded information and resources to key decision makers and stakeholders within accounts.

Collaborates with local WH Representatives to conduct customer requested Clinical Training Programs (CTP), as needed.

Stays abreast of competitor approaches and Organon customer contracting strategy.

Engages appropriate Organon account team members (field and HQ) to capitalize on opportunities to improve the LARC business; maintains working knowledge of customer contracting options and opportunities.

Account Management

Coordinates input from matrixed internal/external extended teams and customer to develop a prioritized, measurable, and comprehensive multi-year account plan that is aligned with the customer's needs and Organon's business objectives including short-and long-term objectives, strategy, tactics, and areas of collaboration.

Through interactions with the customer organization, gains an understanding of the customer's prioritized needs in order to develop an account plan that meets the mutual goals of both the customer and Organon.

Engages account team in planning and execution, including pull-through, to support a coordinated approach to the marketplace and customer.

Engages the Government Account Executive (GAE) or National Account Directors for the account to support relevant customer needs.

Clearly communicates account strategy, business priorities and desired customer experience with team ensuring alignment with organizational objectives consistent with applicable policies.

Develops and executes measurement plan; regularly re-evaluates and adapts plan.

Leadership

Responsible for demonstrating strong collaboration and coordination with approved Organon customer-facing roles. With all assigned accounts, the WH-AE will be responsible for building a WH account strategy focused on increasing appropriate use of LARCs and coordinating the account team execution consistent with the strategy and customer needs.

Works collaboratively with the other Organon personnel to appropriately address customer needs and ensure that Organon delivers on its objective of becoming a trusted resource in demonstrating value and improving patient health outcomes.

Demonstrates commitment to compliance through understanding of regulations and policies that govern customer interactions and consistent focus on ensuring compliance with them.

Required Education, Experience and Skills

BA/BS

Minimum of 3 years' experience in Sales leadership or leadership type positions, Key Account Management / Client Service Management, Marketing, and/or Strategy preferably in the healthcare industry.

Minimum of 2 years' experience working in Strategic Account Management with key thought leaders or key customers in payor, public health, large group practices, hospitals/systems, or managed care organizations.

Ability to build and develop diverse customer relationships, including the ability to effectively interact with senior levels of management and key thought leaders.

Excellent interpersonal and communication skills, with ability to interact with diverse

individuals from a variety of cultures, and disciplines.

Strong peer leadership and ability to collaborate with and coordinate activity among individuals in different reporting structures within the organization.

Strong negotiating skills.

Self-motivated with the ability to perform with a high level of independence.

Innovative thinking and exceptional business acumen, analytical and problem-solving skills.

Fluent in conversational and written English.

Travel required depending on specific territory

Ability to work and interact in a virtual environment.

Valid Driver's License.

Preferred Education, Experience and Skills

Master's degree (business, marketing, science, healthcare, public health).

Minimum of 2 years' experience working in/with Buy and Bill Models in Women's Health; strong understanding of LARC (products, processes, marketplace).

Recent local market and customer knowledge.

Experience in Public Policy, Public Health or Medicaid.

Experience negotiating contracts and product access within payer landscape.

Experience in a strategic or management role in public health or health system/medical group.

Strong understanding of compliance-related concepts including the laws and regulations that govern pharmaceutical/vaccine marketing and sales activities.

Proficient in Microsoft Excel, PowerPoint, Word and Outlook.

This territory covers all of Maine, New Hampshire, Vermont, Massachusetts, Rhode Island,

Connecticut and New York. The selected candidate must reside within this territory.

Who We Are:

Organon delivers ingenious health solutions that enable people to live their best lives. We are a \$6.5 billion global healthcare company focused on making a world of difference for women, their families and the communities they care for. We have an important portfolio and are growing it by investing in the unmet needs of Women's Health, expanding access to leading biosimilars and touching lives with a diverse and trusted portfolio of health solutions. Our Vision is clear: A better and healthier every day for every woman.

US and PR Residents Only

At personal rights under Equal Employment Opportunity, visit:

Organon proudly embraces diversity in all of its manifestations and is committed to equal opportunity in the terms and conditions of employment for all employees and job applicants without regard to race, color, religion, sex, sexual orientation, age, gender identity, or gender expression, national origin, disability, veteran status or any other characteristic protected by state or federal law.

Applicable to United States Positions Only Under various U.S. state laws, Organon is required to provide a reasonable estimate of the salary range for this job. Final salary determinations take a number of factors into account including, but not limited to, primary work location, relevant skills, education level, and/or prior work experience. The applicable salary range for this position in the U.S. is stated below. Benefits offered in the U.S. include a retirement savings plan, paid vacation and holiday time, paid caregiver/parental and medical leave, and health benefits including medical, prescription drug, dental, and vision coverage in accordance with the terms and conditions of the applicable plans.

Annualized Salary Range (US)

\$136,600.00 - \$232,300.00

Please Note: Pay Ranges are Specific to local market and therefore vary from country to country

Employee Status:

Regular

Relocation:

No relocation

VISA Sponsorship:

Travel Requirements:Organon employees must be able to satisfy all applicable travel and

credentialing requirements, including associated vaccination prerequisites.

50%

Flexible Work Arrangements:

Shift:

Valid Driving License:

Yes

Hazardous Material(s):

Number of Openings:

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