



West Region Sales Manager

Company Overview:

Miach Orthopaedics, Inc. is a commercial-stage, privately held company located in Westborough, Massachusetts, dedicated to developing bio-engineered surgical implants for connective tissue restoration. The company's initial focus is on ACL injuries. The company introduced the BEAR[®] (Bridge-Enhanced[®] ACL Restoration) Implant for commercial use in October 2021. The BEAR Implant is the first technology to clinically demonstrate that it helps restore a patient's own ACL tissue. The current standard of care for treating ACL ruptures is reconstruction, which replaces the native ACL with a graft harvested from the patient or from a deceased donor.

Position Overview:

Reporting to the VP Sales and Marketing, the West Region Sales Manager is responsible for ensuring the successful launch and adoption of the BEAR implant into the U.S. marketplace. The West Region Sales Manager will lead all aspects of leading a team of sales professionals and will be specifically responsible for the following:

Duties/Responsibilities:

- Achieve / Exceed all regional revenue goals as established by the VP of Sales & Marketing
- Recruit, hire and train highly skilled sales professionals per Miach hiring plan
- Provide intense 1 on 1 coaching by utilizing field rides to assess performance and skill set of sales team
- Provide weekly feedback both verbally and in writing with sales team
- Conduct weekly meetings via ZOOM with west region team to establish teamwork, share best practices, review prior week's results, and establish plan for next 2 weeks
- Conduct frequent 1 on 1 calls with west region sales reps (every other day is minimum contact required) to provide additional support as well as update weekly sales forecast
- Manage 100% of all region demo and trunk stock inventory
- Maintain high ASP in all accounts and assist sales reps negotiate contracts with customers
- Manage T&E budget wisely to ensure region spending is within established annual budget
- Complete all sales admin reports and other requirements within established timeline
- Collaborate with senior leadership (VP S&M, CFO, CEO) and fellow region managers on establishing quarterly sales quotas, implementing compensation plans and redesigning sales territories based on quarterly growth and business needs
- Establish outstanding working relationship with all internal Miach personnel & departments
- Other duties as required

Education/Experience:

- BA or BS degree (4 year)
- 10 plus years of demonstrated high level of achievement and results in sales in medical device industry
- 5 plus years of demonstrated high level of achievement and results in sales management in medical device industry
- Successful early-stage disruptive start up experience strongly preferred
- Demonstrated track record of launching disruptive medical device technologies, managing large geographical territories
- Experience in orthopedics or sports surgery preferred

Requirements:

- Extreme personal ownership and accountability and the ability to demand the same from sales team
- Ability to 'roll-up' sleeves and do what it takes to get the job done; this is a field-based job requiring extensive travel
- Ability to develop strong relationships based on mutual trust and respect with sales team, fellow region managers and senior leadership
- Excellent written and verbal communication skills; ability to communicate at multiple levels of organization
- Excellent analytical skills
- Self-starter with outstanding time management skills
- Attention to detail and be highly organized
- Ability to travel up to 80%
- Unquestionable integrity
- Relentless work ethic
- Flexibility & Creativity
- High EQ
- Grit

Miach Orthopaedics actively recruits individuals with an entrepreneurial spirit and drive for excellence. We offer comprehensive benefits and competitive compensation packages. Miach is an equal opportunity employer and is committed to providing equal employment opportunities to all qualified candidates and employees.

Interested candidates should submit a cover letter and resume to our Human Resources Department at hr@miachortho.com. Please include the job title of the position you are applying for in the subject line. Please note that agency phone calls or submissions will not be accepted at this time.