



PAION is a publicly listed specialty pharmaceutical company developing and aiming to commercialize innovative drugs for out-patient and hospital-based sedation, anesthesia and critical care services. PAION's lead compound is remimazolam, an intravenous, ultra-short-acting and controllable benzodiazepine sedative/anesthetic drug candidate for which PAION has completed the clinical development for use in procedural sedation in the U.S. Outside the U.S., PAION is currently focused on the development of remimazolam for general anesthesia. Development of remimazolam for intensive care unit (ICU) sedation is also part of the longer-term life-cycle plan for remimazolam.

For our team in **Aachen or Cambridge** we are currently searching an

Director Medical Affairs (m/f)

Job Overview:

The Director Medical Affairs (DMA) is responsible for continuously advancing the knowledge about PAION's compounds within the medical / scientific community and provides strategic direction to ensure the execution of the medical strategy and tactical plan in regard to specific compound or project. The role requires broad scientific and therapeutic area expertise and clear business understanding to identify and address the relevant medical needs of patients, HCPs and other stakeholders. Based on a solid knowledge about PAION's therapeutic area, this professional is versed in various communication platforms, such as peer-reviewed publications, Advisory Boards, individual communication to KOLs and investigators. The Director Medical Affairs is expected to provide in-depth scientific, clinical and educational support to the medical community, and when needed to internal groups, such as the clinical teams, partners and licensees. The Director Medical Affairs will also play a major role in preparing and executing market access strategies.

Your tasks & responsibilities:

- For assigned compound/indications, work collaboratively across functions, to first develop and then execute an integrated Medical Affairs plan, including clinical trials, publication, medical education and medical information.
- Contribute to commercial planning by leveraging medical/scientific expertise, knowledge of scientific data and understanding of the external healthcare environment.
- Collaborates with commercial/marketing teams to ensure that the local strategic medical affairs plans are in line with the marketing plans/brand strategies
- Reviews promotional and non-promotional materials with particular regard to medical accuracy and compliance to local regulation and code of practice.
- Work with the commercial team to develop approaches to support successful market access for allocated product(s) as well as proactively identifying and providing medical input into opportunities for new indications or lifecycle extensions for allocated product(s)
- Develops medical launch strategy and supports medical training and medical education to internal and external audiences.
- Regularly screens scientific journals for articles and information pertinent to PAION's products, identifies respective literature, summarizes and communicates the content within the company.
- Builds and maintains a library of all published information on PAION's products.
- Builds and maintains an overview about potential competitors to PAION's products.
- Initiates and writes scientific publications, congress abstracts and poster presentations or supports external authors in these activities.
- Provides medical review of key scientific communications, medical information documents and commercial documents
- Attend relevant national and international scientific meetings to ensure up-to-date knowledge of therapy area, gather competitive intelligence, and respond to any specific enquiries from healthcare professionals
- Ensures that medical information requests are satisfactorily addressed in a timely manner.
- Together with the Clinical Development Team provides medical / scientific training material, incl. appropriate documentation and storage.



- Provides training and scientific education to commercial, medical teams and other internal stakeholders.
- Together with the Clinical Development Team organizes, prepares and represents PAION at Advisory Boards, congresses and personal contacts with individual KOLs.
- Advances the existing KOL contacts to a fully functioning and respected expert network covering the needs for assigned compounds.
- Supports PAION's licensees with all requested material and advice. Maintains PAION's SharePoint to ensure that it is up-to-date with regards to clinical information.
- Reviews unsolicited requests for research proposals (e.g., IITs) that would provide new information for a PAION compound or the optimal utilization of the company's products. Discusses personal assessment with Head of Clinical Development.
- Oversee the PAION Medical Affairs budget for activities relating to the assigned product(s) for which DMA is accountable

Your profile:

- MD, preferably with experience within PAION's therapeutic area.
- Minimum 7-10 years of healthcare related experience (clinical practice, research, academia) and a thorough understanding of the pharmaceutical industry.
- Has developed and implemented global/local Phase IIIb or IV trials.
- Strong knowledge in and understanding of medical activities (including scientific communications, medical information, MSLs, and HEOR), relating to the market access of new products. Successful track record as team member during market access of a compound.
- Ideally, existing network within the scientific community of PAION's therapeutic area.
- Established and successful track record as Medical Affairs Manager or equivalent.
- Demonstrated expertise in drug information communication, incl. peer-reviewed publications.
- Excellent interpersonal, oral and written communication skills.
- Knowledge of FDA/EMA regulations strong understanding of the legislation and local Codes of Practices in the major countries within the Continental region. Proficiency in the APBI/PMCPA Code of Practice will be preferred.
- Excellent German and English language skills, one being the native language.
- Strong relationship-building skills, particularly with the medical / academic community.
- Team-oriented with the ability work effectively with others.
- Willingness to travel internationally, incl. weekends and frequently between the two PAION locations.

We look forward to receiving your application preferably by email, to HR@paion.com

For further information please visit our website:

www.paion.com