

# Director of Payer Strategy & Access

Full Time - Remote (Based on East Coast)

## Company Summary

Theratechnologies is a global specialty biopharmaceutical company headquartered in Montreal, Canada with business units in the US, Canada, and Ireland. Theratechnologies is focused on addressing unmet medical needs by bringing to market specialty therapies for people of greatest need.

## Job Summary

The Director of Payer Strategy and Access is responsible for identifying, generating, and implementing access tools and resources to ensure reimbursement for current therapies and those pending approval. This individual will be tasked with market-shaping activities to develop strategic reimbursement initiatives and value propositions designed, executed, and deployed to shape the access conversation and instill reimbursement confidence. This role is a critical partner for our National & Regional Payer Accounts, Field Reimbursement (FRM) Team, Patient Services Team, and across brand leadership.

## Key Responsibilities

- Develop and execute product pricing and access strategies and accompanying analytics.
- Develop Wholesale Acquisition Cost (WAC) and Net Channel strategies, account-level planning, establish contracting guardrails, manage Pricing Committee processes/approvals, forecast and GTN assumptions, RFP evaluations and analytics, and develop ROI models.
- Evaluate and execute contracting strategies across all discounts, rebate, and service agreements, including but not limited to off-invoice discounts, chargebacks, rebates, distribution contracts, and fee-for-service.
- Execute copay and patient services programs, including business rule design, contract execution, budget forecasts, and creating printed materials.
- Lead internal stakeholders, including but not limited to contract development, operations, brand teams, finance, legal, accounting, operations, payer field team, and payer marketing.
- Monitor and analyze market trends, competitor activities, and regulatory changes to inform payor and managed care strategy development
- Ensure compliance with relevant laws, regulations, and industry standards related to payor and managed care activities
- Exercise sound judgment and oversight to ensure integrity and compliance with company policies in all activities and communications.
- Adhere to relevant regulatory and compliance guidelines and Company policies.
- Attend/staff/participate in meetings and/or conferences as requested by management.

## Qualifications Required

- Demonstrated experience in leadership roles, with the ability to build and maintain effective cross-functional partnerships.
- Strong strategic mindset and exceptional leadership capabilities, with a track record of successful execution of strategic initiatives.
- In-depth knowledge of the market access ecosystem, including payers, launch experience, Buy & Bill, Infusion, and IDN segments, with a comprehensive understanding of the relevant market dynamics and trends.
- Proven ability to thrive in a fast-paced, collaborative environment, with a results-oriented approach and excellent judgment.
- A passion for improving patients' lives, with a deep understanding of the importance of market access in enabling patient access to innovative therapies.
- Bachelor's degree in business, healthcare administration, or related field; advanced degree preferred
- 10+ years of experience in payor and managed care roles within the biotech/pharmaceutical industry, with a track record of success in developing and executing payor strategies
- Deep understanding of the US healthcare system and regulatory environment, including relevant laws, regulations, and policies related to payor and managed care activities
- Strong analytical and strategic thinking skills, with the ability to develop and execute complex payor and managed care strategies
- Excellent communication and interpersonal skills, with the ability to establish and maintain strong relationships with key stakeholders
- Strong leadership and team management skills, with the ability to motivate and develop a high-performing team
- Strong business acumen and financial management skills, with the ability to develop and manage budgets and forecasts

## Personal Qualities For All Staff

- Ability to set goals and deliver agreed objectives under tight timelines
- Ability to prioritize
- Ability to generate ideas and find solutions
- Ability to work both alone and in a team
- Team spirit and tendency to help each other
- Versatility and flexibility
- Exceptional organizational skills
- Ability to assemble and lead cross-functional teams toward a shared vision of success

### Travel Requirements:

Ability and willingness to conduct field travel, as well as to travel to sales meetings, client sites, etc. including overnight travel (>50%)



All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

### What Thera offers -

Flexible workplace	401k Program	Language Courses	Health Insurance
Referral Program	Care & Sick Days	Paid Vacation	Stock Option Plan

