

Stealth BioTherapeutics is an innovative biopharmaceutical company committed to bringing patients mitochondrial targeted therapies to treat both common and rare diseases. Driven by a desire to help patients with unmet medical needs, our team collaborates with well-recognized institutions, physicians, and scientists to develop the next generation of therapies focusing on mitochondrial dysfunction in many diseases.

Position Title: Head of Sales, Rare Disease (Executive Director level)

Position Summary:

Stealth BioTherapeutics is seeking highly motivated Head of Sales with rare disease experience who can effectively build a diverse team of dynamic Account Managers within newly forming regions to consistently deliver sales results. Reporting to our Chief Business Officer, the successful candidate will have direct impact on the execution of the launch strategy for Elamipretide, our new, first in class brand for rare diseases like Barth Syndrome and Primary Mitochondrial Myopathy. The individual will work collaboratively across multiple business functions, effectively analyzing a wide range of data and translating strategies into actionable plans.

Responsibilities:

- Actively contribute to the development and execution of launch strategies, training, KOL development, identification of market opportunities critical success factors, and Account Manager resource pull-through with Health Care Providers (HCP's) in rare disease markets.
- Recruit, hire, train, and coach a national account management team that consistently exceeds company sales objectives. Provide regular feedback, addressing performance management issues as needed.
- Develop and maintain mutually beneficial business relationships with key external customers.
- Develop a deep understanding of the mitochondrial disease state, patient, and market needs.
- Develop and oversee execution of sales strategies. Create and implement business plans to address product promotion priorities and unique customer and market opportunities.
- Understand corporate compliance objectives and policies and train sales account managers to ensure compliance to corporate standards.
- Provide insight and guidance into regional business plans to drive sales results.
- Serve as a peer leader and resource to the entire Stealth BioTherapeutics Commercial team.
- Monitor and optimize sales force effectiveness, territory alignment, and call planning.
- Collaborate with Medical Affairs, Market Access, Patient Services, Marketing, HR, Commercial Operation and Patient Advocacy to ensure seamless customer experience. Participate in payer engagement strategies to help ensure patient-centric solutions.

Competencies:

- Self-starter with a record of success in building and leading teams to meet or exceed expectations.

- Excellent communication (verbal, written, presentation), interpersonal, and relationship-building skills; ability to effectively translate information and facilitate agreement across diverse groups internally and externally.
- Ability to multi-task, problem solve and work effectively in a fast-paced environment while flexibly adapting to meet changing business needs.
- Accomplished in identifying and developing mutually beneficial relationships with KOL's (Key Opinion Leaders) in the rare and ultra-rare disease markets aligned to internal strategic imperatives.
- Innovative thinker who sees the big picture and can drive operational execution to exceed objectives.
- Skilled in developing a comprehensive training program, CRM, region and territory maps, and sourcing sales operations resources to enhance Account Managers compliant customer interactions suited to low-volume, high-impact customer engagements.
- Rare Disease Acumen. Deep understanding of rare disease challenges—delayed diagnosis, small patient populations, specialized providers, and long diagnostic journeys.
- Ability to understand and translate complex issues, coaching science and brand messaging; leads in disease state and product expertise.
- Exceptional business and payer acumen in rare disease space.
- Strong alignment to corporate values; patient/customer centric mindset.

Requirements:

- Bachelor's degree with a minimum of 10+ years demonstrated experience and related accomplishments as a National or Regional Sales Manager in Rare Disease.
- Mitochondria disease state and market knowledge preferred.
- Previous product launch experience in the rare and ultra rare markets preferred.
- Strategic Insight. Strong commercial instinct combined with compassion for patients and families navigating rare conditions.
- High emotional intelligence and a collaborative purpose-driven mindset.
- Strong computer skills (word, excel and power point).
- Willingness to travel over a broad geography (approximately 50% travel).