

# COMMERCIAL ANALYTICS MANAGER – JOB DESCRIPTION

## INFORMATION ON THE JOB

Job Title	<b>Commercial Analytics Manager</b>
Department	CEDx – Customer Engagement and Digital Experience

## REQUIREMENTS ON THE POSITION

Required level of education	<ul style="list-style-type: none"><li>• BSc in Life Sciences or Business Management</li></ul>
Required work experience	<ul style="list-style-type: none"><li>• Experience: At least 5 years in a similar role, ideally dealing with commercial, marketing, or financial data analytics</li><li>• Experience in healthcare or pharmaceutical industry is a strong plus</li><li>• Strong knowledge of commercial operations incentives management processes</li><li>• Strong knowledge of the management of multi-country business analytics</li><li>• Excellent communication, interpersonal, and analytical skills</li><li>• You will have the ability to lead without authority, and partner with multi-function affiliate teams to provide strong analytics/insights</li><li>• Strong project management skills ensuring collaboration with both external and internal stakeholders to deliver project progress and results</li></ul>
Required skills & knowledge	<ul style="list-style-type: none"><li>• Direct hands-on experience with data sourcing, integration, analysis, and reporting (SQL)</li><li>• Design dashboards and visualisations to effectively communicate complex data insights to stakeholders at all levels (e.g., Tableau/ Power BI)</li><li>• Good working knowledge and understanding of Web &amp; Mobile CRM platforms (Veeva) and underlying data</li><li>• Experience in one or more programming languages (e.g., VBA, R, SAS, Python) is a strong plus</li><li>• Language: Advanced English mandatory</li></ul>

## OBJECTIVES AND TASKS OF THE POSITION

Objectives	Are you passionate about leveraging data to drive commercial success? Join Chugai EU as our Commercial Analytics Manager and play a pivotal role in shaping
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our business strategy through insightful data analysis. This role will be an internal subject matter expert of commercial excellence, data analysis, CRM operations and incentives compensation processes.

#### Key Responsibilities:

- **Data Stewardship & Collaboration:** Partner with business and therapy experts to execute commercial excellence activities within the European Business Intelligence department.
- **Subject Matter Expertise:** Serve as the internal expert on commercial excellence metrics, data analysis, Target and Segmentation and incentive compensation processes.
- **Data Storytelling:** Utilize your strong commercial acumen and proficiency in data storytelling to provide actionable insights that drive decisions and maximize growth.

#### What You'll Do:

- Develop and implement data analytics and business insights strategies to fuel commercial growth.
- Ensure data integrity and accuracy for effective business planning.
- Collaborate with various departments to enhance our data capabilities and support strategic decision-making.
- Continuously improve data processes to boost the effectiveness of our business strategy.

#### Why Chugai Europe?

At Chugai Europe, you will be at the forefront of transforming data into strategic assets that drive our commercial success. If you are a data-driven professional with a passion for making impactful decisions, we want to hear from you.

#### Tasks

#### Reporting and Data Analytics:

- Develop and execute the organization's commercial data stewardship strategy to ensure data quality, accessibility, and governance per business objectives.
- Generate analytics to data-driven decision making and data visualisation through Power BI

- Establish and enforce policies and procedures to maintain effective data flow and Datawarehouse management
- Implement and enforce European (UK/FR/DE) data stewardship standards to maintain data accuracy, efficient reporting and report process automation

**Field Effectiveness:**

- Support the diagnosis, identification and improvement of the effectiveness of Commercial Field Teams
- Provides analytical expertise to perform sales force effectiveness activities
- Measures & improves commercial field teams' motivation & engagement through the execution of the incentive compensation plan

**Incentives compensation:**

- Responsible for incentive communications, including plan documents, presentations, goal setting and payout communications, and regular reports for field force and leadership.
- Lead the execution of our plans with a very high degree of accuracy including the correct and timely calculation of payouts, effective documentation, and governance of our plans.
- Conduct ad hoc analyses to support sales force effectiveness

**SPECIAL POWERS OF THE POSITION (PLEASE FILL IN)**

Powers of attorney	N/A
Budgetary responsibility	N/A

**DATE / SIGNATURE**

date	First/Last name	Executive / Insert Managers title
date	First/Last name	Job holder
date	First/Last name	for the HR department