



Job Description
Chief Commercial Officer
September 2018

At Sesen Bio, we are committed to renewing life for people with cancer. We are a late-stage clinical company advancing fusion protein therapies based on our Targeted Protein Therapeutics platform. Our lead program, Vicinium™, also known as VB4-845, is currently in a Phase 3 registration trial, the VISTA Trial, for the treatment of high-grade non-muscle invasive bladder cancer. Twelve-month data from the trial are anticipated in mid-2019. Vicinium incorporates a tumor-targeting antibody fragment and a protein cytotoxic payload into a single protein molecule designed to selectively and effectively kill cancer cells while sparing healthy cells.

The Opportunity

Sesen Bio is seeking a strategic minded marketing leader for the role of Chief Commercial Officer. The role will report to the Chief Executive Officer, who has deep experience in commercializing drugs. This is an exciting time of growth for the organization.

Overview

The Chief Commercial Officer will be responsible for building and leading a world class commercial team that enables Sesen Bio to realize its mission. This individual will have strategic and operational responsibility for all aspects of commercialization of Sesen's drug development program, including our lead drug candidate Vicinium™ which is currently in Ph3 development. The executive will share responsibility for the overall success of the company and have high visibility with senior management, including Sesen's Board of Directors.

The candidate will be responsible for providing worldwide commercial input to all current and new programs. Key to the candidate's success will be a highly integrated approach that brings true market insight to the acquisition, development and delivery of drugs. Such an integrated approach will require that the candidate have the ability and a passion to really understand and articulate the science and patient treatment paradigms. Along these lines, this person will be responsible for solidifying and further developing relationships with key thought leaders in the market, ultimately helping to position Sesen Bio for their first successful product launch.

The candidate will be charged with shaping and implementing a compelling commercial vision and communicating that vision with passion and energy inside and outside the company. This leader will build a commercial organization that anticipates global industry and competitive developments; creates superior, customer-focused, competitive strategies and establishes innovative approaches and partnerships to effectively execute those strategies.

This executive will have the opportunity to lead business development activities as well as participate in, and potentially lead alliance relationships.

A genuine interest and understanding of the science, desire to work in a highly collaborative organization, and deep passion about making a difference in the lives of patients are essential.



What makes this role special:

- Potentially be part of a launch of a medicine for the treatment of patients with non-muscle invasive bladder cancer
- Responsible for developing strategy, as well as managing execution
- Collaborate with a small, collegial team
- Learn from leadership and a board of directors with deep experience
- Be part of an exciting company with the potential to meaningfully impact patients

Major Skill Requirements and Responsibilities

- **Strategic Advisor:** Contribute actively to the evolution and execution of strategic and business plans. Key thought leader in the assessment and prioritization of internal and external opportunities to capitalize on the potential of Vicinium™. Provide guidance to the CEO on the ever-changing commercial landscape.
- **Recruit and Retain High Performing Commercial Team:** Communicate a clear vision for Sesen Bio's commercial function, including the identification, career development and retention of a talented commercial team. Strong experience building a high performing team, accountable for meeting and exceeding the organization's commercial goals required. Proven track record of successfully managing a commercial function, understanding how to lead, inspire and motivate the teams.
- **Personal and Company Leadership; Business Orientation/Communication Skills:** As a member of the senior team, develop strategies to achieve the mission and evolve the organization. Capable of operating in a lean, efficient organization; bring the right combination of compassion, vision, and energy to the corporation. In addition to building and managing the commercial functions of the company, must be a strategic conceptual thinker capable of working with a highly intelligent and focused team. The successful candidate must be willing/able to effectively delegate but also roll up his/her sleeves to directly accomplish important deliverables.
- **In-Depth Commercial Oncology Experience:** Develop and implement novel, global, customer-focused commercial strategies and tactics to optimize growth, share, and profitability for all products. Articulate the patient need and ensure a rich understanding of evolving reimbursement, managed care, pricing, and sales dynamics are thoughtfully integrated into strategies. Participate and actively lead brand development.

Additional Responsibilities (these are candidate dependent)

- Business Development:
 - This person will lead the evaluation and execution of all business development opportunities including in- and out- bound opportunities.
- Alliance Management:
 - With future partners, this person will lead the alliance management function, including guiding the organization towards establishing a relationship and governance structure which enables the achievement of Sesen Bio's long-term strategy and desired annual business results.
- Project Management:
 - This person will establish and lead the enterprise project management function, ensuring that strategies are operationalized and all activities are fully integrated across the organization.



CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience

- The candidate will have strong oncology commercial experience having led the commercial function in a U.S. or global oncology company that has launched/commercialized oncology therapeutic medicines within the past one - five years.
- History of setting and achieving high standards of performance for teams. Recognized for attracting great talent, building a strong commercial organization (or team), and mentorship of that team to enable succession plans.
- High-energy, consensus-oriented, patient, and collaborative style that will fit with the management team. Ability to command credibility and leverage strong influencing skills to achieve outcomes at the highest levels.
- Previous experience advising drug development process in oncology and providing commercial insights to shape development decisions. Experience in a biotech organization and commercial partnerships highly desired.
- Experience in building commercial teams and will understand the essential elements of core commercial functions (i.e., marketing, marketing research, sales, new product planning and pricing/reimbursement and distribution).
- The ideal candidate will have a successful track record of at least fifteen years of commercial executive leadership, with extensive oncology experience. An undergraduate degree in science, business or marketing related area is desired and having an MBA is a strong plus. Demonstrated science acumen is essential.

Critical Competencies for Success

General Functional Management:

- Create a positive, satisfying culture.
- Set reasonable yet stretch goals and then align human and financial resources to meet and exceed those goals.
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Leadership/Executive Presence:

- Seasoned business judgment, Board-level stature, and a passion for building a top-tier company. Strong advisory style; experience and ability to interact frequently with the Board of Directors. Able to articulate a strategic vision and rally support behind it, aligning decision making with other functional departments. Exhibit a long-term business building focus.
- Evident leadership skills; a demonstrated record of building strong teams, setting high performance standards, challenging people to excel, and eliciting their sustained high performance. Strong character and personal integrity.

Other Personal Characteristics

- An operating style that generates results, enthusiasm and high levels of commitment and a keen sense of urgency



- The ability to quickly build credibility in a variety of market segments (and globally) through demonstrable knowledge of the science and clear commercial expertise
- Superb organizational skills to marshal resources and hold people accountable
- Unwavering ethics and personal integrity and clear commitment to complying with company, legal and government regulations; words and actions must continually reinforce this characteristic
- Ability to take well calculated risks and to thoughtfully avoid unnecessary ones
- Superb analytical skills
- Ability to be tough-minded, fair and principled
- Confidence to give others credit/responsibility
- Exceptional communication skills; experienced and effective in interacting with senior executives and line management at all levels. Credible, persuasive, and clear in both oral and written presentations.
- Effective interpersonal skills; must be able to relate to and work cross-functionally with a wide variety of professionals across different cultures.

This role is primarily based in Philadelphia, PA. For the right candidate, there are opportunities to work remotely and come into the PA office on a regular basis.

To apply, please send your resume to careers@sesenbio.com.

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