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| **Merck Talent Acquisition Form**  **Where applicable, all fields on this form must be answered prior to submission.** | | |
| **Type of Posting: Internal Only, Internal and External, External Only Internal and External** | | **Hiring Manager Name:**  Murugan, Senthil K  **HRBP Name:** Demetrius, Nancy |
| **New Position or Replacement: Replacement Position**  **If replacement, name of employee being replaced:** Senthil Murugan  **Collaborator(s)who should have Taleo access to requisition to review and print resumes:** Murugan, Senthil; Jackson, Ericka Nicole | | |
| **Requisition Title** (*title viewable by public/applicants in Taleo*): Associate Director – Promotion Optimization  **Job Title** (*title that flows from HtR cannot be modified*): Associate Director  **Is the position an AIP (Annual Incentive Plan) or SIP (Sales Incentive Plan) Role?** AIP  **Band/Pathway/Level OR Union Grade: P4**  **Number of identical position openings: 1**  **Please Note – if you have more than 1 *identical* position – your recruiting contact will discuss with you how the posting will work for these based on your situation. *Identical* means the Position Title; Band/Pathway/Level OR Union Grade, Primary Location, and Organization Unit are the same for all positions.** | | |
| **Primary Worksite Location: Upper Gwynedd, PA**  **Secondary Worksite Location(s):**  **(For non-Field Sales/Remote based positions, location must match what is found in HtR)** | | |
| **Job Type: Standard**  **Shift: Not Applicable**  **Days of Work (if other than M-F):**  MTWThFSaSu | **Amount of Travel Required: 10%**  **Amount of Overnight Travel Required: 5%**  **Relocation Provided:**  NoneDomestic OnlyInternational Only  Domestic &International | |
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| **For US & PR Positions Only:**  **Will this position provide Visa sponsorship? No**  **Export Control License**  If the job functions of this position include access to technology that is controlled for export under U.S. export control regulations, an export license from the U.S. Commerce Department may be required for a foreign national person to access such technology.  If the final candidate is a foreign national, Global Trade Compliance (GTC) will conduct a review to determine any applicable licensing requirements. If a license is required for the final candidate to perform his/her job duties and a decision is made for Merck to apply for such license, GTC will prepare a license application for submission to the Commerce Department based on information about the job position and the foreign national candidate to be collected and provided by the Hiring Manager. The licensing process typically takes about 3-4 months and involve legal fees that are charged to the Hiring Department. Licenses are typically issued for a 4-year period but can be renewed as necessary. If you have any questions please contact GTC: [1gltraex@merck.com](mailto:1gltraex@merck.com).”  **Will this position sponsor an Export Control License?** **No** | | |
| **Does this position require driving a company leased or owned vehicle on, across or outside of Merck sites?** | **No** | |
| **Hazardous Materials: Will the person in this postion work directly with, or have access to hazardous materials?: No *If yes, please specify:***  **Animal Work: Will the person in this position be directly associated with research or testing that involves animals and/or animal care?**  **No** | **Will the responsibilities of this position require the employee to enter core sterile manufacturing areas? No**  ***(These include WP: Bldg 12/62 Varicella Bulk, Bldg 28 Vaqta Bulk & Bldg 28 MMR Bulk. Durham: Bulk Viral & Cell Manufacturing)***  **Please indicate if titer testing or medical clearance is required for this position:**  NoneMMR VaricellaHepatitisHerpes Zoster  TB Blood TestChest X-Ray | |
| **Alternative Work Arrangements:**  **Is this position eligible for any of the following? Please check all that apply:**  Compressed Work Week Flex Time Job Sharing Remote Work Telecommuting None | | |
| **Position Description *(Please refrain from using any Merck specific acronyms – all should be defined at least once)***  The Associate Director will be part of the Investment Analytics Decision Sciences (IADS) group, providing the US Human Health (USHH) Marketing & Sales decision-makers with analytically and data driven recommendations for superior decision making regarding the allocation of promotional resources. The Associate Director will support and have broad analytical responsibilities for two separate categories of decision support.  First, a major component of Merck’s Health Care Consumer strategy is focused on co-pay support programs. Analysis of historical performance, formulation of more optimal deployment scenarios, prediction of likely future performance of these scenarios, design and analysis of in-market pilots for candidate scenarios and recommendations for optimization of this important resource. The Associate Director will lead this practice area, collaborating with colleagues in IADS, the Consumer Marketing Center of Excellence, Strategic Sampling Operations, franchise teams and others to develop best practices and realize more optimal deployment.  Second, the Associate Director will focus on advancing IADS best practices to more fully integrate new considerations/data sources into promotion and direct selling optimization recommendations. For example, the Associate Director will work to evolve existing practices, and to evaluate and implement new practices, in light of increasingly constrained and variable managed care and provider access. In this endeavor, the Associate Director will collaborate with various IADS areas including the Contract Optimization & Engagement Optimization teams. | | |
| **Position Qualifications: *(please provide below)***  **Education Minimum Requirement:**  The candidate must have a Master’s Degree in Statistics, Data Mining, Mathematics, Operation Research, Engineering or another Quantitative Decision field.  **Required Experience and Skills\*\*:**   * The candidate must have at least 10 years of experience in developing and applying advanced analytical techniques to solve similar business challenges in the Pharmaceutical industry. * The candidate must also have demonstrated strong client and project management experience, having to manage multiple analytical projects simultaneously and foster collaboration with colleagues. * The candidate must have experience managing cross-functional teams and/or outside service providers to successfully deliver on analyses with multiple contributors and stakeholders. * As a fair portion of the role will require the development of hands on analytics and predictive solutions, working knowledge of SAS, Excel and other analytical tools is also required. * Superior communication and leadership skills are critical in order to develop, propose and convey technical concepts to business customers and USHH executives. Candidate must have demonstrated skills in developing concise and decision driven presentations that will inform decisions made by Senior Leaders. * Understanding and experience in using various 3rd party data sources, such as IMS Exponent, DDD, and medical claims data and managed care access data are necessary. * The candidate must have experience managing/mentoring analytical partners/staff to insure that appropriate analytical practices are employed and clearly articulated deliverables are received.     **Preferred Experience and Skills:**   * Experience with co-pay support program evaluation is strongly preferred. * Experience with Pharmaceutical industry relevant Marketing Mix Models, Test vs. Control analysis and pilot designs are preferred. * Use of parametric and non-parametric methods for response estimation strongly preferred. Familiarity with optimization approaches desired.   **\*\*Please Note – The information provided in the “Required” section above will be used to create Pre-screening Questions in Taleo. Answers to these questions will determine whether a candidate meets the minimum qualifications to be considered for the position. Please ensure accuracy, as questions may not be changed once posted.** | | |
| ***Disclaimer:*** If the Administrative Associate for this area completed this form, it should be forwarded to the Hiring Manager to certify the information before submission.  **Certification:** As the Hiring Manger for this position, I understand that I should not change anything in Hire to Retire (HtR) or it may result in the cancellation of the requisition in Taleo and the need to maintain the position in HtR via the Create/Maintain Position transaction. All changes in HtR will trigger a re-approval (Manager and Manger +1) in HtR. If a change needs to be made, I will consult with my Recruiting Contact ***PRIOR*** to making any changes in HtR.  By typing in your name below, you certify that the information provided on this form is correct, that you understand the implications of making changes in HtR, and that you will reach out to your Recruiting Contact if you need to make a change.  ***The information on this form is correct and I understand the implications of making changes to the position within HtR (type name to the right):*** | | |