



Job #: 03-218

Job Title: Associate General Counsel, Commercial and Chief Compliance Officer

Location: Waltham, Massachusetts

Role Summary:

Deciphera Pharmaceuticals is a clinical-stage biopharmaceutical company focused on improving the lives of cancer patients. We have used our proprietary drug discovery platform to develop a diverse pipeline of drug candidates designed to improve outcomes for patients with cancer by enhancing the quality, rate and/or durability of their responses to treatment. We currently retain global development and commercialization rights to our drug candidates, including three programs in clinical development. Deciphera (NASDAQ: DCPH) is a publicly traded company headquartered just outside Boston in Waltham, Massachusetts. Our state-of-the-art research facility is located near the University of Kansas School of Pharmacy in Lawrence, Kansas.

We offer an outstanding culture and opportunity for personal and professional growth based on these key principles:

- providing a collaborative, energized and fun work environment where people are empowered and supported in the achievement of their career goals
- a diverse and multi-disciplinary workforce
- dedicated and talented people who are passionate about achieving excellence in all they do
- a work environment that allows you to balance your priorities
- above all else, a commitment to the patients we serve

Position Summary:

We are seeking an **Associate General Counsel, Commercial and Chief Compliance Officer** to (i) support the Commercial function, including acting as our brand lawyer, counseling the Commercial team on marketing programs, ad/promo reviews, promotional review committee membership, distribution agreement reviews, and overall healthcare law compliance for traditional pre-launch activities (ii) support the Medical Affairs team and patient advocacy functions, and (iii) support the development and implementation of Deciphera's global corporate compliance program, including development and implementation of relevant policies, procedures, training and auditing and monitoring programs, and acting as Chief Compliance Officer. This person will serve as the company's subject matter expert in the areas of healthcare law and compliance, including all rules and regulations of the FDA, OIG and CMS, and all applicable anti-kickback, privacy, fraud and abuse, anti-bribery, Sunshine Act and product liability statutes and regulations.

This position will report to the **General Counsel** and be located in the Waltham, MA office.

Key Responsibilities:

- Lead the development and implementation of legal support for the Commercial, Medical Affairs and Patient Advocacy functions, as the lead brand lawyer, including marketing and promotional reviews, and healthcare law compliance.
- Lead the development and implementation of Deciphera's global corporate compliance program, including development and implementation of relevant policies, procedures, training and auditing and monitoring programs.
- Serve as the company's subject matter expert in the areas of healthcare law and compliance, including all rules and regulations of the FDA, OIG and CMS, and all applicable anti-kickback, privacy, fraud and abuse, anti-bribery, Sunshine Act and product liability statutes and regulations.
- Review and advise on programs, initiatives, and contracts related to sales, marketing reimbursement, market access, government price reporting, pricing, and non-promotional education.
- Review and advise on promotional materials, sales training materials, federal and state government price reports, and corporate communications.
- Serve as the leader of the company's Compliance Committee.
- Identify training needs within the organization and develop and present training sessions on relevant laws and legal/business issues.
- Assist and advise in the conduct of internal investigations.
- Provide due diligence and integration support in connection with business development transactions.
- Stay abreast of and communicate to the organization all significant pending and actual decisions, legislation and regulatory rulings that may affect the company in the area of commercial healthcare law.
- Establish a rapport and a positive working relationship with management and personnel at all levels, particularly within the home office and field-based Commercial organization, to encourage and continue the proactive use of in-house legal counsel.
- Supervise external legal counsel.
- Build compliance function and systems to support same.

Required Qualifications:

- J.D. from a law school accredited by the American Bar Association (ABA).
- Admitted to practice law in one or more states.
- At least 10 years of related experience within a commercial stage pharmaceutical or biotech company or law firm equivalent.
- Large law firm experience helpful.
- Expertise in the areas of corporate compliance, commercial healthcare, and FDA regulatory law and regulation, including with respect to FDA labeling and promotional matters, healthcare fraud and abuse laws, pricing and reimbursement issues, U.S. and international transparency laws and regulations, privacy laws, anti-bribery laws, and other laws and regulations related to the development and commercialization of pharmaceutical products.

Deciphera offers competitive compensation, including equity-based compensation, and a comprehensive benefits package that includes medical, dental, vision, 401(k) retirement plan, life insurance and a flexible spending account for either health care and/or dependent care.