



Position: Director, Distribution and Channel Strategy

Job #: 03-221

Reports to: Vice President, Market Access

Location: Waltham, MA

Company 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 and 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
- Surrounded by diverse, multi-disciplinary, dedicated and talented workforce who are passionate about achieving excellence in all they do
- Driven by a work environment that allows employees to balance their priorities
- And above all else, focused on doing the right thing for the patients and their caregivers

Our Drug Discovery Engine – Kinase Switch Control Platform

Our proprietary drug discovery platform is based on our deep insight into the biology of kinases, which are regulated by control of their shape, or conformation. The transformation of a kinase from an inactive to an activated state is dependent upon the interaction of one region of the kinase called the activation switch with an area called the switch pocket; a mechanism of activation that is common among all kinases. While this activation mechanism is common among kinases, the molecular structure of the activation switch and the switch pocket varies. At Deciphera, we take advantage of this activation mechanism by engineering inhibitors that selectively bind the switch pocket, preventing activation of the kinase. By directly targeting the switch pocket, we can engineer novel kinase inhibitors that are highly selective but also broadly active against the target kinase, covering both wild-type and many or all known mutant or amplified forms.

We believe no other kinase inhibitors on the market or active in clinical development directly target the switch pocket region, making Deciphera the only biopharmaceutical company that is currently developing kinase inhibitors using this approach. Our kinase switch control inhibitors interact at a molecular level in a way that is distinct from other kinase inhibitors and are designed to generate higher and more durable rates of response. Using our kinase switch control inhibitor platform, we have developed a diverse pipeline of differentiated, wholly owned, orally administered drug candidates that include three clinical-stage and two research-stage programs.

Position Summary:

The Director, Distribution Strategy and Channel Management is a newly-created role within Deciphera's Commercial organization. This role reports to the Vice President of Market Access and it will have a tremendous impact in bringing Deciphera's first oral cancer therapy to market for patients with gastrointestinal stromal tumors (GIST).

The Director, Distribution Strategy and Channel Management is responsible for the development and execution of Deciphera's channel and distribution strategy. He/she will be responsible for negotiating, managing, and implementing all distribution contracts and fee for service agreements within the channel. He/she will be responsible for working closely with internal stakeholders including but not limited to finance, legal, accounting, operations, access field team, and marketing.

Responsibilities:

- Create the launch distribution model for DCC-2618. Identify all possible distribution options, weigh costs, benefits and challenges, and present recommendations. Must consider all aspects from 3PL, specialty distribution, specialty pharmacy, in-office dispensing, etc. and provide a comprehensive and strategic solutions for implementation.
- Define & create business relationships across all contracted and non-contracted wholesale, distributor, and pharmacy accounts.
- Negotiate any contracts for the trade channel ensuring contracts align to commercial goals and lead implementation of agreements once signed.
- Proactively oversee the management of the day-to-day operations of Deciphera's distribution and channel.
- Direct and implement distribution channel strategy improvements that increase service levels to end customers and patients; analyze program data and market dynamics and recommend programs to improve the overall platform for all customers.
- Bring an analytic rigor to the channel management function; assist the commercial business in making data driven decisions to improve access, sales and the patient experience.
- Manage Order to Delivery cycle activities to ensure contractual requirements (i. e. inventory levels, data delivery and service levels) are met and financial implications are communicated.
- Create weekly process for understanding forecast, demand, and supply needs; partner with supply chain to ensure adequate product is available through channel.
- Prepare and conduct quarterly business reviews with all trade partners in partnership with key internal stakeholders.
- Liaise with field-based teams and internal customers on data and distribution reporting questions to provide answers and resolve inquiries as received including serving as the main point of contact for distribution-related issues
- Incorporates marketplace, industry trends, customers, and competitors to develop a clear vision for channel segment.

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- Evaluate competitive activity and identify key opportunities to seek advantage with the channel strategy.
- Establish key metrics for our channel partners and hold them accountable to service level standards while nurturing strong partnerships.
- Develop and implement channel policies and procedures, such as: orders, returns, replacements, credit/rebill requests, inventory, and chargeback processing.
- Stay abreast of industry standards and FMV rules.
- Partner closely with the Director of Patient Support Services to ensure patient needs are met by current channel design.
- Design and develop data strategies that enable Deciphera to identify trends and opportunities to improve distribution efficiencies and outcomes.
- Partner with Deciphera's Legal Team ensure compliance to applicable laws and regulations.

Qualifications:

- Proactive, results oriented, self-starter motivated by the desire to do the right thing for the patients and their caregivers
- Bachelor's degree required. MBA preferred
- 10+ years of working in the pharma/biotech space, with at least 5+ years working with wholesale/specialty distributors and specialty pharmacies, specifically setting channel strategy and pulling through contracts.
- Experience with oral oncology or rare oral therapy.
- Outstanding relationships with channel partners, pharmacy customers, and service vendors.
- In-depth knowledge of managed care and impact on product access as with external partners and vendors.
- Strong oral and written presentation skills and executive presence.
- Ability to work in a fast-paced, highly visible and dynamic environment is critical; able to work effectively with ambiguity and incomplete information.
- Ability to influence and lead across functions; operate in a matrix environment.
- Must be a true team player – authentic, humble, able to build a positive team spirit and lead through the ups and downs of drug development, puts success of team above own interests and support everyone's efforts to grow and develop
- Ability and willingness to work effectively and seamlessly at multiple "altitudes" within the organization. Maintains a "no job is too big or too small" attitude necessary to succeed in a startup environment
- Must adhere to Deciphera's core values, policies, procedures and business ethics

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This is a wonderful opportunity to join Deciphera's select team in a leadership position and become part of an emerging success story that is driven by the company's unwavering commitment to patients and to its employees. 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.