



**Position: Director, Advanced Analytics & Data Management**

**Job #: 03-226**

**Reports to: Vice President, Commercial Insights & Operations**

**Location: Waltham, MA**

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**Position Summary:**

Deciphera Pharmaceuticals is searching for a highly motivated, insightful, and resourceful individual to join the newly formed Commercial Insights and Operations team.

Reporting directly to the Vice President of Commercial Insights and Analytics, this highly visible role will have the rare opportunity to build the Advanced Analytics and Data Management function from the ground up as we prepare to launch Deciphera's first commercial therapy.

This role will be responsible for leading the design, development, implementation, and maintenance of Deciphera's commercial data environment (CDE). To include data strategy, sourcing, integration, and management; data infrastructure design and implementation; analytics and reporting needs assessment and development; key vendor partner identification and integration; etc. The CDE will become the "nerve center" for the commercial organization and support key needs of the company more broadly. It must therefore thoughtfully and powerfully address a variety of needs of multiple functions across the organization while maintaining a high priority on ease of use and cost-efficiency.

**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  
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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.

### **Key Responsibilities will include:**

- Build a launch ready CDE and KPI reporting that will earn and keep the trust of the organization regarding the accuracy of our commercial data assets and the insight that it generates
- Develop commercial data management roadmap and overarching data strategy
- Standup cloud-based data management/warehouse environment and manage ongoing operations
- Establish and maintain commercial data governance process and hierarchical customer mastering operation
- Ensure seamless, timely and accurate ingestion, validation/QC, and integration of multiple internal and external data sources (specialty pharmacy, syndicated data, claims-based and/or EMR data, CRM, Oracle, etc) into the CDE
- Select, design and implement custom-built “self-serve” BI platform and big data analytics and predictive analytics solutions using modern approaches and relevant tools (i.e. Tableau, Qlik, Business Objects, Wave/Einstein Analytics, Python, R, etc)
- Partner with other architects/consultant and departments to ensure application components align with a specific stakeholder needs and meet performance goals of corporate systems
- Effectively and seamlessly work at multiple “altitudes” within the organization. Maintains a “no job is too big or too small” attitude necessary to succeed in a startup environment
- Serve as an individual contributor to manage multiple projects at any given time while simultaneously building and leading the function
- Partner across Commercial Insights & Operations to conduct advanced analysis (cohort-based insight generation, ROI/promotion effectiveness modeling, predictive modeling, etc) as needed
- Champion intellectual agility and use of analytics to define long-term strategy and a flexible approach to execution
- Demonstrate managerial courage to make and stand by difficult decisions
- Display high degree of creativity and innovation in problem solving, proactively developing new approaches, processes, and methodologies to maintain consistent and reliable commercial operations
- Expertly manage vendor partners/consultants and leading project teams to achieve milestones and objectives
- Operate in adherence with legal, compliance, and regulatory guidelines in the pharmaceutical industry; build SOPs, guidelines and training to ensure broad understanding and compliance with such

### **Qualifications:**

- BS/BA degree in business or related discipline. Advanced degree in a relevant field preferred
- 8+ years of experience within the pharmaceutical, biotechnology or consulting industries
- Oral oncolytic or rare disease experience, including launch experience, is strongly preferred
- 5+ years of progressive experience in advanced analytics roles, data management, System architecture, reporting and/or data science/systems consulting

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- Current and relevant perspective on analytics, BI, cloud-based data environments (e.g. AWS or Azure) and CRM platforms and services
- Deep understanding of how to leverage data science methodologies against structured and unstructured data assets (IMS/Symphony prescription and medical claims, CRM, Specialty Pharmacy, EMR data, etc)
- Knowledge of master data management, data governance, and data management and ETL tools, such as Informatica
- Must be a true team player – authentic, humble, able to build a positive team spirit and lead through the ups and downs of a launch, puts success of team above own interests and support everyone’s efforts to grow and develop
- Excellent interpersonal, oral and written communication skills, including ability to synthesize data and deliver a clear overview of commercial strategy, opportunity and risks for the Executive Team
- Demonstrated ability to adapt to changes in the work environment, manage competing demands and adjust approaches/methods to best fit the situation with maturity and professionalism
- Deep experience with pharmaceutical data (e.g., IQVIA, SHA, Patient Claims, Specialty pharmacy, Hub, EMR, etc.)
- Strong business acumen, critical thinking, along with technical and problem-solving skills
- Thrives in fast-paced, minimally structured environment, able to deal with ambiguity and can act without having the complete picture
- Ability to self-direct projects and work with little supervision
- Ability to travel (up to 20% of time as needed)