

# Director, Policy LaCan

Job ID  
REQ-10027607  
Dec 18, 2024  
Mexico

## Summary

The Director, Policy LaCan (HCS) will proactively identify key policy trends across Region LaCan, collaborating closely with internal and external stakeholders, and shaping policy insights and recommendations in alignment with Country PA heads. This role will also play a crucial role in developing and disseminating key policy insights to empower country public affairs teams. Furthermore, the role will have significant focus on shaping the HCS environment to broaden access to medicines for patients in the region.

## About the Role

### Major accountabilities:

- Identify key policy themes and trends across Regions LaCan through predictive, data-driven policy monitoring and intelligence
- Build and execute data-driven and forward-looking PA plans, including through representation and thought leadership in key above-country trade associations and in close collaboration with the regional Insights role
- Shape policy strategy for Region LaCan
- Maintain strong internal network to stay informed on enterprise priorities, key functional priorities and policy needs of key countries
- Develop key policy messages in alignment with Policy Communications and conceptualize message and content trainings on key topics for country PA teams
- Design, lead and attend key region-specific fora for policy engagements
- Expand external network and platforms more broadly beyond traditional stakeholder positioning
- Lead content management for selected LaCan internal and external events
- Monitor HCS and trade related policy topics across the regions
- Lead preparations for senior management engagements in LaCan
- Shape the HCS environment to broaden and expand patient access in the region
- Monitor, track and shape policies around Intellectual Property (IP)
- Manage and maintain key stakeholder platforms in the region, e.g. PAHO
- Engage in predictive, broad stakeholder mapping, engagement and listening

### Key performance indicators:

- Drive proactive and predictive policy scope and horizon scanning for the region, leveraging internal and external networks, data analysis and policy intelligence
- Write white papers and viewpoints on policy topics of regional relevance
- Conduct regional strategy sessions and workshops in regular intervals
- Compile senior management reporting on regional policy trends, updates and key developments for the

region and ensure timely cascading of relevant information to key internal stakeholders

- Build policy capability in the region
- Work closely with relevant partner functions, such as Regulatory, IP, V&A, Global Health
- Provide focused support for LaCan Advanced Markets
- Align on advocacy scope and priorities with Patient Advocacy, LaCan Portfolio Advocacy and Country teams

### **Minimum Requirements:**

#### **Work Experience:**

- Education: Degree level
- 10+ years of experience in the pharmaceutical industry, ideally in policy, public affairs, strategy or market access roles
- Experience working in the LaCan region and knowledge of key markets
- Experience in HCS and trade-related policy work, ideally Market Access, Pricing, or Macroeconomic experience
- Strong understanding of pharmaceutical policies and Healthcare systems (HCS)
- Predictive monitoring of LaCan policy landscape
- Experience in conducting structured horizon scanning and scenario planning to anticipate future policy developments and their potential impact on the organization
- Experience in crafting senior management briefings on priority policy topics

#### **Skills:**

- Ability for forward-looking and predictive monitoring of policy landscape
- Ability to collaborate and work effectively in a global matrix organization
- Collaborative mindset and ability to network efficiently
- Strong communication skills to convey policy and advocacy contents clearly and facilitate alignment among stakeholders across the organization
- Ability to think strategically and enable teams to think strategically.
- Ability to prioritize & maximize resources.
- Business and organizational awareness, enterprise perspective
- Data-driven way of working with ability to analyze and synthesize information

#### **Languages:**

- Fluency in English.
- Desirable fluency in Portuguese and Spanish.

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