



Sales Operations: Organizational Career Guide (OCG)

Summary

The Sales Operations **Organization and Career Guide** (OCG) is designed to provide TGaS[®] Advisors clients an industry wide perspective of Pharmaceutical Operations organizational structures, job roles and responsibilities. The OCG also serves as a career planning tool for heads of Operations organizations and their teams. The OCG is updated via an annual benchmark executed by TGaS Advisors among our vast network of Pharmaceutical Operations clients.

The OCG is only available to TGaS Advisors network of clients!

Background

Commercial Operations Executives have expressed a need for benchmarks of their Organizational structure and positions. Very little (if anything) is available on varying structures which carries insights on career management, sourcing of people, training, career development while in operations, succession planning, promotional / lateral planning, and rotational programs.

Area of Focus

TGaS Advisors Organization and Career Guide capture information from the following areas:

Title and Reporting Relationship-

- Business function, Reports to Title, Span of control, Reporting levels...

Financial Responsibility-

- Annual budget (direct), Annual budget (indirect), Signing authority...

Job Responsibility-

- Global/Domestic responsibility, Vendor Interaction, Primary customer...

Job Tenure, Education, Training-

- Time with company, Time in position, Time in industry...

Career History-

- Company, Industry, Functional area...

Next Role-

- Business function, Title, Department name...

Job Skills -

- Analytical, People management, Training (formal and informal)...

These are the areas determined to be most critical for heads of Operations groups to make appropriate strategic decisions regarding their organizations



Sales Operations Organizational Career Guide

Key Benefits:

- Learn about job positions and titles
- Establish a baseline for staff depth (experience / skills)
- Compare job qualifications to others
- Evaluate your Training and Career Management offerings
- Consider other companies organization structure
- Support career develop planning initiatives and annual performance plans
- Understand tenure and succession planning.
- Answer the question, what does good look like?

Next Steps:

Complete input template for yourself and request your direct reports to fill out as well.

- Input templates have been conditionally designed to guide you through the process.
- Request for any compensation information will only be sent to head of Sales Operation
- All information collected will follow TGaS Advisors confidentiality guidelines.

Time Line:

• Release Input templates to clients :	July 1
• Input back from Clients	July 25
• Initial Results to clients (via Web-ex)	Sept 8
• Published to Clients	Oct 1

Any questions regarding completing the input template, please contact Kevin Boucher at kboucher@tgas.com

Any question regarding the process or next steps, please contact Jeff Wojcik at jwojcik@tgas.com