

## Talent Acquisition Partner, Americas Seattle/Memphis/Remote

Rayner is a leading developer and manufacturer of ophthalmic implants and pharmaceuticals; it specialises in intraocular lenses (IOLs) and related products used in cataract and refractive surgery. Since the development of the first IOL, Rayner has continuously pioneered IOL design with a goal to improve vision and restore sight worldwide. Today, Rayner's mission remains to deliver innovative and clinically superior ophthalmic solutions that respond to the expectations of our global customers to improve sight and quality of life for their patients.

### Why work for Rayner?

Rayner is a unique place to work with its own special culture and people, who are all driven to provide the best visual outcomes for clinicians and patients. We are driven by science to improve performance and safety, and we commit ourselves to be a great partner and to be easy to do business with. Whilst our vision drives and guides what we do, it is our culture and the way we work as well as treat ourselves plus others that form the foundation of what we do. That's why at Rayner we strive to create a workplace where we live our values every day. We invite you to join us on our exciting journey!

### Our Careers

Rayner is more than an IOL manufacturer. We have an entrepreneurial spirit that drives us to pursue our vision, supported by a dedicated team who share our beliefs – from research and development engineers to production, sales and support.

Being ambitious, focused, open, respectful and keeping our promises enable us to take on challenges that other businesses simply won't entertain, and it's those qualities we value and nurture in the people we work with. Rayner is also proud to be an equal opportunities employer.

Rayner has a broad portfolio of products across the patient pathway, including monofocal and premium Intraocular Lenses (IOLs), a full range of Ophthalmic Viscosurgical Devices (OVDs), a family of Ocular Surface Disease (OSD) solutions and RayPRO, our recently launched patient outcomes digital platform.

An opportunity has arisen for commercially focused Talent Acquisition Partner to drive the recruitment strategy across the Americas region. The Talent Acquisition Partner will be responsible for the hiring initiatives aligned with our direct sourcing strategy and will identify best in class candidates while building and maintaining a network of top talent and helping to achieve the HR mission of ensuring we have the right talent, with the right capabilities at the right time and cost to deliver on the needs of the business and our patients.

The Talent Acquisition Partner will be a business partner to the hiring manager and provide consultation and expertise to the hiring Managers throughout the whole recruitment process and will provide constructive input into the hiring decision.

The ideal candidate will be results driven, resourceful, adept at building both internal and external relationships and able to navigate changing priorities and demands.

Your key responsibilities will be:

- Earn, close and pull-through Omidria business at appropriate eye (lens replacement) surgery accounts alongside promoting our IOL portfolio
- Prospect, profile and qualify accounts to be targeted; then deploy an Account-based selling approach in converting the account's key ophthalmic surgeons, and other important and appropriate personnel (HCPs and non-HCPs) to adopt Omidria
- Develop and execute a thoughtful and compliant territory business plan to gain customer adoption of Omidria
- Leverage understanding of product information to consult, influence and maintain customer relationships
- Customize discussions with customers based on understanding the customer's practice and needs
- Meet and exceed sales goals and achieve maximum sales in assigned territory
- Maintain ongoing business planning with customers in territory through effective business management for assigned territory
- Establish a positive reputation for Rayner among HCPs and other important customers
- Manage territory budget to support sales and marketing activities
- Effectively manage and prioritize time and resources to maximize sales
- Complete and adhere to all administrative duties and compliance policies and training in a timely manner

Experience:

#### Essential

- Fluent in English language, written and spoken
- Experience gained within the Ophthalmology, Pharmaceutical or Medical Device industry
- Demonstrable experience of recruitment experience
- Undergraduate degree in business, or related field
- Proven track record of quickly being able to build relationships and establish trust with hiring managers
- Experience in developing strategies for sourcing, building pipelines and managing a talent pool of candidates
- Proficiency using ATS and HRIS systems, MS office (Word, Excel, Outlook, PowerPoint)
- Social network expertise such as LinkedIn recruiter and Glassdoor
- A professional, dynamic, and resilient person capable of interacting with leaders and candidates at all levels of the organization
- A team player and willingness to participate in non-talent acquisition HR activities and projects as and when required
- Self-motivation, strong time management and Organization skills
- Adaptable and comfortable navigating changing priorities
- Professional with a can do attitude and excellent communication skills
- Driven to exceed targets and proud of it

#### Desirable

- Relevant HR Qualification

Please apply by sending an up-to-date CV & covering email to [recruitment@rayner.com](mailto:recruitment@rayner.com)