

## Job Description

### General Manager, Japan

#### Major Activities and Responsibilities

The General Manager/Country Manager is the most senior leadership position within each team at the National level. The General Manager has ultimate responsibility for all Amicus Therapeutic activity within the Country to which they are assigned, this includes but is not limited to; ensuring the company and its employees adhere to all applicable local laws and industry codes; the company and its employees adhere to all applicable International laws (including GxP); protecting the reputation and good name of the company; and the long-term prosperity of the business, ensuring the culture and values of the local organisation are consistent with those of the corporation. This includes oversight and responsibility for the corporate functional activity in the country, be that achieved through 'functional staff' or personally by the General Manager/Country Manager.

#### This position:

Assumes full accountability for the affiliate and/or site, and ensures compliance to internally and externally facing financial, fiduciary, and other regulations for Amicus Therapeutics.

Ensures that the business formulates and executes the affiliate business strategy – a strategy that is based upon and will deliver upon the Corporation's strategic aims whilst adhering to international, local and internal laws and codes

Maximises achievement of profitable growth, profit and loss contribution, other commercial results at the affiliate level, and ensures prudent controls

Ensures the people in his / her organization are capable, motivated, and are given the appropriate level of direction to achieve their best for the local affiliate

Promotes the companies profile, and ensures productive and legally appropriate relations with business partners, customers, patients, and country authorities.

Acts as named licence holder for the Wholesale Distribution Authorisation held by Amicus Therapeutics in the UK

#### Principal Accountabilities

- Assume full accountability for all affiliate and /or site operations.
- Ensure official, fiduciary, and legal responsibilities of the General Manager/Country Manager role are properly executed and the local affiliate is 100% compliant in all aspects of these responsibilities. The responsibilities might be internally (e.g. the Code of Business Conduct, IT policy, compliance to our insurance policies, etc.), or externally facing (e.g. Sarbanes Oxley, Regulatory, codes of pharmaceutical practice, financial and tax law, health and safety law, etc.)
- Put in place adequate operational planning and financial control systems, closely monitor the operating and financial results against plans and budgets, and take remedial action where necessary.
- Ensure that the operating objectives and standards of performance are not only understood but also owned by the management team and other employees.

- Accountable for all local internal issues, policies, and decisions – e.g. business planning, HR policies and people management, budgeting and financial policies. Where global policies/SOP exist the General Manager/Country Manager is responsible for insuring consistency between local and global policies and SOPs. Where doubt exists between a local policy and a global policy the most stringent and conservative approach will prevail.
- Drive affiliate implementation and adherence to the Amicus Therapeutics mission and values.
- Formulation of an affiliate strategy for the business, based upon the Global strategy, and aligns the organisation to successfully achieve this affiliate strategy.
- Drive all business activities to achieve the business strategy, profitable growth and operation of the affiliate – and, in particular, manage the profit and loss (P&L) contribution target for the affiliate.
- Furthermore, the General Manager/Country Manager will drive major projects and programmes on local and international levels.
- Promote the company's profile in the local market, and ensure productive relations with the country authorities, – e.g. establish and maintain productive relationships with local healthcare organisations, other biotech companies and pharmaceutical organisations, distribution partners, medical collaborators, patient and healthcare-professional organisations, local community groups and municipal authorities, government authorities and bodies, etc.
- Advise the Business Development function, of local market activities and opportunities, and facilitate transactions in the local market.
- Take personal accountability for all functions within an affiliate either through functionally competent staff or as an individual. Ensure each business function has aligned and appropriate performance goals, regular assessment of achievement and necessary redirections, individuals are developed, and capable people are hired and retained to the team.

## **Reporting Line**

The General Manager/Country Manager will report to a Regional Vice President/General Manager

## **Impact (Key Deliverables)**

- Policies, procedures, and training to ensure the proper controls and standards of performance are owned by the organization, and the local affiliate does not fall foul of any internal or external requirements.
- An operation strategy and plan for the country (This should include functional strategy).
- Achievement of profit targets for the country, this will include management of all expenditure within the country
- The appointment, motivation, and development of the Management Team and all employees in the affiliate, as appropriate

## **Unique Knowledge & Skills**

Broad and deep business management experience in any functional role and preferably in the country of that affiliate N.B. Preference in functional experience may be given to roles which have involved significant interaction with external stakeholders e.g. Commercial, Medical, Finance. A

successful record in general management and leadership of several functions. Fluent in the local language.

Key behaviours will include; Dealing with Ambiguity and Change; Delivery Focus, Demonstrating Emotional Intelligence, Effective Decision Making and Communicating with Impact & Influence

#### Liaison/Contacts

##### INTERNALLY:

- RVP/GM's,
- Global Marketing
- Function Heads of International – e.g. Regulatory, Legal, Finance, HR, IT
- International HQ and Global HQ Administrative staff

##### EXTERNALLY:

- Customers (Medical Dr's, Key Opinion Leaders, Patient Advocacy Organisations, Pharmacies, Hospital administrators, Payors)
- Local healthcare organisations,
- Other biotech companies and pharmaceutical organisations,
- Distribution partners,
- Local community groups and municipal authorities,
- Government authorities and bodies

#### Internal Job Level

Job levels of this position will be based on an assessment of the size and complexity of the country, a scoring system will define this more accurately but in General

- Large to Very Large Country ..... see RVP/GM
- Medium to Large Country: ... General Manager (Senior Director)
- Medium Country: ..... General Manager (Director)
- Small Country: ..... Country Manager (Associate Director)

#### Personal Goals

Note: This position is by nature a General Management position and as such no individual function should account for greater than 25% of the total goals. Goals should be broken down by functional responsibility to facilitate transparency, e.g. Commercial 25%, Medical 25%, HR 15%. Important note: Certain goals remain a core part of the position accountability, particularly with respect to the official, fiduciary, compliance and legal responsibilities. Goals in these areas (with the exception of developing improved systems) will not need to be established in the annual goal setting process as it is reasonably assumed that failure to meet these core accountabilities on a personal level, or failure to create appropriate process and systems whereby these accountabilities are achieved will render the achievement of other goals moot.

#### Internal Staff

Appropriate Functional staff within a country will maintain a dual reporting relationship between the function and the local management team (ultimately the General Manager/Country Manager). Decisions on recruitment, dismissal, goal setting and performance assessment will be made jointly

between both managers. In the absence of functional staff within a country the General Manager/Country Manager will take personal responsibility to ensure that the goals of the functions are adequately addressed.