



Grzegorz Pawlus PhD

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PROFESSIONAL PROFILE

Physician – PhD with academic and scientific background. **Sales Manager, Expert in Strategic Planning and Analysis** experienced in international pharmaceutical corporation work environment.

Key competencies:

- scientific and academic work, active participation in symposia and medical sector conferences, running workshops and trainings
- contribution in conferences and scientific workshops for doctors, presentation of the current state of medical and pharmaceutical knowledge in the areas of the company's activity: cardiology, internal medicine, surgery, orthopedics, neurology, psychiatry
- building and management of medical, OTC representatives', KAMs' and area managers' sales teams at different size levels
- short and long-term business planning, co-creation of promotional strategies and their implementation within operations of sales teams, task scheduling, task delivery monitoring, budget management
- effective launches of new products to the market, maintenance of mature products' market position, marketing teams' co-management and lead

PROFESSIONAL EXPERIENCE

WUM Investment Sp. z o.o.

2018 - 2019

- CEO - creation and management of the Medical Simulation Center of the Medical University of Warsaw, cooperation with a Canadian investor in the organization of the company structure, training of teaching staff for students of the Medical University of Warsaw and doctors from whole country

Warsaw School of Economics

2017 - 2021

- Lecturer at Postgraduate Studies for Managers of Healthcare Organizations - Team Management, Psychology of Management, Managing People in Medical Facilities
- Author of the book chapter « Contemporary Challenges for Medical Care Organizations »

Sanofi

Business Excellence Manager, Sales Force Excellence Manager in BS 2009 - 2016

Sales Manager Cardio/GP 2005 - 2011

- Managed sales teams including over 120 medical reps and 12 area managers.

District Sales Manager 1994 - 2004

- Created and managed the regional teams of medical reps.
- Was responsible for the promotion of drugs, organization of workshops and medical training among cardiologists, neurologists, psychiatrists, urologists, surgeons, orthopedists, internists, GPs and pharmacists.

Member of the District Managers Circle of Excellence at the time (an elite international group of DMs)

- Shared the best practices and worked out world-class standards for the work of regional managers.
- Implemented those solutions at the country level.
- Led workshops for the management team and all regional managers in Sanofi.

Medical Representative 1992 – 1994

Center of Children and Youth with Autism in Szczecin 1998 - 2002

- Doctor, volunteering

PSKII – the Cardiological Clinic of the PMA* in Szczecin 1991 - 1992

- Doctor, Assistant

Biochemical Department of the PMA* in Szczecin 1988 – 1991

- Assistant

EDUCATION

Warsaw School of Economics – Medical Facilities Management Course 2015 - 2016

Warsaw School of Economics – Postgraduate Management Course 1996 - 1997

Awarded the Doctor of Medicine title (MD/PhD) 1993

Medicine Department of the PMA* – MBBS 1982 - 1988

*PomeranianMedicalAcademyrenamedPomeranianMedicalUniversity

LANGUAGES

English advanced, German intermediate, Russian basic

LITERATURE

1. Pawlus G., Pawlus B.: Solutions giving a competitive advantage - examples from specialistic hospital in Warsaw. Współczesne wyzwania organizacji ochrony zdrowia red. M. Jarosiński. Oficyna Wydawnicza SGH, 2017, 131-168
2. Pawlus G., Gutowska I., Machoy Z.: Changes in mineral composition of human primary dentition. Fluoride, 2009, 42, 1, 23-28
3. Pawlus G., Machoy Z., Gutowska I., Machoy-Mokrzyńska A., Machaliński B.: Ocena dynamicznej przebudowy zębów na podstawie analizy zawartości składników mineralnych w ciągu życia osobniczego. Czas. Stomat., 2004, LVII, 12, 798-803

4. Pawlus G., Gutowska I., Machoy Z., Machaliński B.: Zależności ilościowe między magnezem i wapniem w zawiązkach i zębach ludzkich. J. Elementol., 2003, 8, 75-81
5. Pawlus G.: Rozmieszczenie fluorków i składników mineralnych w szkliwie i zębinie oraz w zawiązkach zębowych u ludzi w zależności od wieku. Rozprawa doktorska. PAM, Szczecin, 1993
6. Pawlus G., Mokrzyński S.: Zanieczyszczenie powietrza związkami fluoru i ich biologiczne wykrywacze w środowisku naturalnym. Ochrona powietrza. 1990, 4, 137, 91-93

WORKSHOPS AND TRAININGS

Marketing Excellence Academy (Digital, Multichannel); Rules and Good Practice of Project Management – Processum; Commercial Excellence Bootcamp; Talent Development Program; New Marketing Excellence Training – PCS **2010 - 2019**

Client Typology – Insight Discovery; Situational Management – Krauthammer International; Senior Sales Management – IMS; Assessor Workshop – DK; Management of Sales in Distribution Channels – Know-how; PEP; Client Typology – Chiltern; A Boss is a job – OSH contract **2005 - 2009**

The 7 habits of highly effective people - Franklin Covey; The Guide to the Marketing Techniques; The Art of Managing a Region; Convincing Coaching; Managing a Team of Medical Reps; Presentation Skills Coaching – CSJET **2000 - 2004**

Managing a Trade Department – Mercury International; Time Management – Preston RS; PSS Practical Application – Learning International; Management of People – TACK Training International; PSS Professional Sales Methods – Learning International; Intensive Course of English – Anglo-Continental, England **1991 - 1999**

HOBBYS

Strategic games, windsurfing, skiing, snowboard, tennis, outdoor activities, travelling.

I hereby give consent for my personal data included in my application to be processed for the purposes of the recruitment process under the Personal Data Protection Act as of 29 August 1997, consolidated text: Journal of Laws 2016, item 922 as amended.