



AOP Health is the European pioneer for integrated therapies for rare diseases and in critical care. To enhance our team in the US we are looking for a:

Director Data & CRM (US)

07102 Newark | Full-time employee | Start: as of now |



In this role, you will serve as the product owner for CRM and the steward of commercial data quality. You will deliver a reliable, compliant CRM ecosystem (Veeva/Salesforce with MDM/DWH integrations) and enable field-ready analytics that improve targeting and execution. As a cross-functional leader, you will drive CRM strategy, ensure data integrity, and empower commercial teams with actionable insights.

What Your Day To Day Will Look Like

- Define and execute the CRM roadmap with release/change management and user governance.
- Establish data governance and compliance frameworks (HIPAA/CCPA), ensuring role-based access, validations, and audit trails across all CRM and data flows.
- Integrate CRM with MDM and DWH systems; own deduplication, mastering, and data quality SLAs in partnership with Commercial IT and vendors.
- Build standardized dashboards and operational reports for the field and leadership (activity tracking, reach/frequency, next-best-action inputs).
- Lead training, enablement, and adoption efforts, and act as the liaison between field users and technical teams.
Collaborate with the field team to ensure accurate market data capture and a reliable view of the opportunity landscape to inform strategic planning.
- Partner with Compliance to manage reporting and incentive compensation processes, ensuring transparency, accuracy, and regulatory alignment.

Main Benefits

- ★ Bonus
- 🏠 Homeoffice
- 🚗 Company car
- 📱 Employee mobile phone
- 🕒 Flexible working hours
- 💻 Laptop
- 🎓 Initial and continuing education

Your Contact



Your Qualifications and Experience

- 8+ years of CRM experience in the pharmaceutical industry, including design of multi-module solutions and integrations.
- Strong data management expertise (MDM, ETL, validation) and experience with BI/analytics tools.
- Excellent analytical, strategic, and leadership skills.
- Strong communication and interpersonal abilities to bridge technical and commercial teams.
- BA/BS required.
- Familiarity with SQL/Python and experience using Snowflake or similar data platforms.
- Experience integrating IQVIA/Symphony or specialty pharmacy data.

Our Offer

- An opportunity to shape and lead CRM and data strategy within a growing commercial organization.
- A collaborative and innovative environment that values data integrity, execution excellence, and customer impact.
- Competitive compensation package and bonus scheme
- Benefits: 401K/Life/STD/LTD, 20 days paid vacation, car allowance
- Professional development and career advancement opportunities within a growing international company.

If you would like to work as a team player in an international environment and can identify with our values "Agile, Ambitious, Aligned, Accountable and Appreciative", then: Take this CHANCE and

Larisa Barkowski

Talent Acquisition Lead

Further information on our website:

aop-health.com