



JOB TITLE: Technology Associate  
REPORTS TO: Team Leader and Regional Manager  
FLSA STATUS: Exempt

DEPARTMENT: Sales  
LOCATION: Multiple Locations Across Central PA

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**POSITION SUMMARY:** The Technology Associate position is expected to have significant impact to revenue generation within the territory. Depending on the sales and medical experience of the hire, we would look for a quicker ramp up in terms of impact on the territory. An experienced Technology Associate would be expected to learn the key procedures within a few months and be able to positively impact the revenue and team dynamic more quickly. A Technology Associate with B2B experience would focus initially on anatomy, product knowledge, and basic case coverage needs. For an Associate with no sales or medical device experience we would expect a slower initial onboarding process focused mainly on the basic elements of the operating room and anatomy. Regardless of experience, this role would have an important part in the territory planning process for growth, quota achievement, and to proactively manage the sales cycle with qualified opportunities.

- Become a trusted consultant to surgeons by learning anatomy and specific orthopedic procedures to in their surgeries
- Develop selling skills along with clinical knowledge to be able to upsell and recommend appropriate product options
- Engage in office calls, scrub sink discussions, and appropriate medical education events to increase revenue
- Work with clinical staff and materials management to assist in product approval process
- Demonstrate value and develop strong surgeon relationships with best in class surgical case coverage
- Daily travel within the territory is standard practice as well as many additional extended work days
- Assist in effectively managing accurate inventory at the territory and corporate level
- Quote implants and instrumentation

**SPECIFICATIONS and SKILLS:**

College grad with a minimum of 1-2 years selling experience with demonstrated success. Ideally, the candidate has medical sales experience or comparable clinical OR experience. We are seeking someone who is driven, competitive, resilient, eager to learn and be coached, but can work well in a team setting but can act independently. Proficiency in Microsoft Office applications is required for the role. A strong attention to detail and ability to learn medical terminology and procedures quickly, and an understanding of the need to demonstrate value to our surgeons and accounts on a daily basis. Someone who values the commitment Novus makes in training and investing in our team, and therefore is committed to making a good long-term decision for both parties. Reliable transportation and a clean driving record are a must. Travel is daily, but within the defined North Central PA geography.

**BENEFITS**

Medical, Dental, Vision, Life, Disability, Paid Vacation and 401K, mileage reimbursement and cell phone allowance are all offered after initial onboarding period.

**ADA STATEMENT PHYSICAL EMANDS:**

While performing the duties of this job, with or without reasonable accommodations, the incumbent is required to have the ability to stand, walk, stoop, kneel, crouch and manipulate (lift, carry, move) weights generally not to exceed 50 pounds. Requires good hand-eye coordination, arm, hand and finger dexterity, including ability to grasp, and visual acuity to use a keyboard, operate equipment and read information. The incumbent is frequently required to stand for extended periods, sit, reach with hands and arms, talk and hear.

**WORK ENVIRONMENT AND WORKING CONDITIONS:**

- This position is field intensive and involves driving throughout the Novus geography 100% the time
- The position also requires air travel to medical education and training events across the United States.