



Job Title: Territory Manager – San Francisco/Bay Area

Department: Commercial Sales

Reports to: Regional Sales Manager

Employment Type: Full-time

About NeuWave

NeuWave Medical pioneers microwave ablation technologies that help physicians treat soft-tissue lesions with precision. Our work spans product development, clinical evidence and field support for the NEUWAVE™ Microwave Ablation platform and ABLATE-IQ™ procedural planning & visualization software. We're a collaborative, hands-on team that moves quickly, prizes ownership and celebrates outcomes that improve patient care. We pair the agility of a focused business with the scale, learning opportunities and competitive benefits. We contribute to studies and registries that build clinical evidence and advance minimally invasive care.

As part of NeuWave, you'll have access to a comprehensive offering of competitive benefits. If you're highly motivated and inspired to help an organization advance human health, NeuWave offers the chance to perform career-defining work--with freedom to develop yourself within a progressive and growing healthcare company.

Position Summary

The **Territory Manager** is responsible for driving capital equipment and disposable sales performance within an assigned territory. This role leads all commercial activities across targeted accounts, including prospecting, account development, competitive positioning, and achieving annual sales quotas.

The Territory Manager builds strong relationships with physicians, clinical stakeholders, and hospital leadership to create long-term account value and expand NeuWave's presence. This individual serves as both a strategic sales leader and a trusted clinical resource—frequently supporting live procedures, conducting product demonstrations, and developing clinical champions to advance adoption of the NEUWAVE™ Microwave Ablation platform and related technologies.



Success in this role requires disciplined territory planning, market segmentation, and execution of quarterly business plans to secure new evaluations, introduce new products, and grow market share. The Territory Manager operates with a high level of ownership and accountability while ensuring full compliance with company policies and healthcare regulations.

Key Accountabilities

- Proven track record of successful medical device sales performance with documented growth and achievements
- Capital equipment sales experience or experience operating within a capital purchasing environment
- Experience launching new products and developing new markets
- Experience working with large hospital systems, academic medical centers, and community hospitals
- Ability to serve as a technical consultant in the procedure room and provide in-case clinical support
- Strong understanding of healthcare compliance requirements, including HIPAA, Sunshine Act, and interactions with healthcare professionals

Education, Experience & Skills

- Bachelor's degree required
- Minimum of four (4) years of relevant experience in medical device, healthcare, or business-to-business sales
- Demonstrated ability to achieve and exceed sales quotas
- Strong relationship-building and influencing skills with clinical and administrative stakeholders
- Ability to manage complex sales cycles, including capital equipment transactions
- Willingness and ability to travel up to 50–60% within the assigned territory

Physical Requirements

- Sit or stand for 8-10 hours per day.
- Lift up to 20 lbs.

**Location**

This position will be based in San Francisco/Bay Area, CA. Relocation assistance may be available for the preferred candidate.

Equal Opportunity Employer

NeuWave Medical is an equal opportunity employer. We are committed to creating an inclusive environment and do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected status.