

Win Your Medical Device Sales Job

The Final Interview

"Be the BEST version of you."
– Anonymous



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I am national Medical Device, B2B sales coach & recruiter and have guided and placed thousands of sales reps nationwide. I am passionate about helping people "Win their Sales Careers".

A lot of people today feel the urge to break into medical device sales, and for all the good reasons. Medical device sale jobs have become popular because of the wide scope and its lucrative nature. Time and again, we have seen hundreds of salespeople wanting to get into medical device sales. They choose different platforms, such as Facebook and LinkedIn, to seek guidance and step in the field.

I hope you will find this article a useful guide in discovering an exciting career in Medical Device Sales.

Read on!

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A man in a light-colored pinstriped suit, white shirt, and light tie stands in front of a modern building with a grid-like facade. He is holding a dark briefcase in his right hand. The image is framed by a red border.

**Win Your Medical
Device Sales Job
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The **Final Interview** - The final step of the interview process is usually meeting with a regional sales director or VP of sales, companies will determine who you need to meet with during a final interview. Everything you've done up to this point will need to be reviewed again and buttoned up a little bit more so you're ready to win your job and more importantly, win your sales career. The big thing to keep in mind during this part of the interview process is to not get content and remember to always keep your foot on the gas. Michael Jordan, the greatest basketball player of all time has an awesome quote about winning. "I play to win, whether it's during practice or a real game. And I will not let anything get in the way of me and my competitive enthusiasm to WIN." As sales candidates, you can apply this same way of thinking to the final interview. You are in there for a reason and the job is yours to win, and at this point nothing can get in your way of winning the job except for yourself. But it's important to note that before you have your final interview, find new ways to brush up on company information, questions you've asked the manager and ways to close, so ultimately you can walk out of there with a verbal job offer from the decision maker. Here are some tips below for WINNING the final interview.

1. Build a Rapport with the VP

It's important to build a rapport with the highest executive you'll be interviewing with. You want to make sure you do this first before jumping right into your questions you have for him/her. Assume the VP or regional sales director doesn't know anything about you and will be judging you based off their first impression of you as a professional candidate. It's important to maintain the same hunger/attitude that's gotten you to this point of the interview process with the highest person on the sales team. Chances are they'll be asking you how the interview process has been going and usually that's when you can share what the managers, reps and other people involved have told you up to this point of the interview process.

2. Wear a Power Suit

I think it's important to bring this tip back to the final interview because you want the VP of sales to know that your primary objective is to walk out of that interview room with the verbal offer and wearing a power suit will only help your cause. As I stated earlier most decision makers or board member wear hard-hitting power suits in a board meeting. If you take that mentality and apply it to the interview with the VP of sales, then it will give you more confidence going in and a better chance to win the job.

3. Stick to Your Game-plan

You've come to the finish line of the interview process, don't make things complicated. Stick to what you got you here to this point - the preparation, the experience required to be considered for the job, and you showing them why you're the best fit for the position. Continue to review your prep work and make sure it's buttoned up and finetuned to meet with VP of sales then go win the job.

4. Tailor Your Interviewing Questions

Don't ask the same questions you did to your potential manager or the rep you shadowed in the field ride. Remember you're going to be dealing with a VP of sales or Regional Sales Director so make them more sophisticated and structured for a higher level audience. Center them around topics like long-term growth or long-term direction of the company or the division you're interviewing with. A regional sales director or VP of sales will be waiting for you to ask them well thought-out questions and what type of effort you put into your preparation to meet with them.

5. Be Prepared for a Mock Sales Presentation

As you get deeper into the interview process for a medical device sales job, managers and employers will challenge you to think outside the box and show them why you're the best choice possible for the job. Usually most medical device employers will put their potential candidates through some type of a Mock sales presentation to see what your selling skills are like and to see how prepared you are, the setting could go a few different ways. I've seen it be something simple like selling the managers your phone or selling them the bottle of water they hand you. Or the setting could be equivalent to a hospital and they'll be acting like doctors and you'll be responsible for pitching/educating/selling/closing the product. It's important that you do your research on the products and know what the functionalities are of the products/devices you'll be pitching during the final interview. Sometimes I've seen managers have a panel that includes multiple managers and a rep that might be your future co-worker that you'll be selling the devices to. Make the presentation interactive and engaging to the panel of interviewers. Treat it like you would treat a sales call that you've gone on for your current position. Make sure the content is great when you present and your timing is great too, managers will respect a candidate that has a polished presentation. Remember the more prepared you are for this part of the final interview, the better of a chance you'll give yourself to ultimately WIN the medical sales job.

6. Close the VP & ASK fo the Job

This is the last real test you'll have in the interview process. After you've gone over everything with the VP of sales, the last thing to do is close him/her and ask for the job. Everything you've done up to this point will be tested when you meet with and eventually close the VP of sales. It's important to note that as a candidate, you should close the VP of sales the same way you would close the hiring manager and the rep you met with for the field ride, with the same professionalism and closing ability you've shown throughout the steps of the interview process. Be sure to bring up everything you've accomplished throughout your sales career up to this point and make sure they know how serious you are about joining their organization and what you can bring to their team. After you've closed the VP of sales, send a follow up thank you email thanking them for their time, close them again in the thank-you email and ask for the job.

A man with brown hair, wearing a grey button-down shirt and a striped tie, is seated at a desk. He is wearing a black headset with a microphone and is looking towards a computer monitor on the right. His hands are on a black keyboard. The background is a blurred office setting. A red L-shaped line is overlaid on the top and right sides of the image.

Action Items

The Final Interview/ Interview Process Recap

1. How Prepared are you for sales interviews? Compare your preparation with a friends preparation and see how you can help each other going forward.
2. Are you doing the little things to honor the interview process, win your sales job and ultimately win the sales career you want?
3. Do you feel that you are "wow-ing" the decision makers or managers you're interviewing with during the interview process? If not, how can you improve?
4. Are you ready to face key decision makers during the interview process and show them what you bring to an organization and make sure they know they're getting the best candidate possible for the job?

