

Clinical Account Executive

HD*medical* is seeking a Clinical Account Executive to partner with hospitals and health systems working to improve care for critically ill patients. This role focuses on helping healthcare organizations address challenges related to ICU delirium, early mobility, patient safety, staff education, and reduction of physical restraints.

Working closely with the Director of Operations and Commercial Development, this individual will build relationships with clinicians, rehabilitation leaders, and hospital executives while introducing innovative solutions that improve outcomes for vulnerable patient populations.

Candidates with clinical experience and strong commercial instincts are strongly encouraged to apply.

The Company

- ◆ HD*medical* is an innovative developer and manufacturer of medical devices based in Rutland, Vermont, focused on improving care for the most vulnerable patients in critical care environments.
- ◆ Founded in 2016, HD*medical* began development of its flagship product, **Exersides® Refraint®**, a restraint alternative designed to reduce complications associated with restraint and over-sedation in critically ill patients. The company's expanding portfolio includes **DelTrain™ VR** immersive education for delirium management and **A+O x 4 Consulting Services**, which help hospitals align stakeholders to improve patient & staff safety and ICU care practices.
- ◆ HD*medical* partners with hospitals and health systems to improve outcomes related to ICU delirium prevention and management, reduction in the use of physical restraints, early mobility initiatives, and broader patient safety and quality improvement efforts.

The Role

- ◆ The Clinical Account Executive drives the adoption of HD*medical* technologies and programs across hospitals and health systems.
- ◆ This role reports to the Director of Operations and Commercial Development and focuses on developing and expanding relationships within key healthcare organizations. The Clinical Account Executive will lead discovery conversations, coordinate demonstrations, train sites, and advance opportunities in collaboration with the executive team.
- ◆ This position blends consultative sales, clinical problem-solving, and health system relationship development.

Responsibilities

- ◆ **Clinical Account Development** – Build relationships with clinical leadership, rehabilitation services (PT/OT/SLP), nursing leadership, administrators, and executive stakeholders across health systems.
- ◆ **Discovery and Opportunity Development** – Lead discovery conversations to understand operational and clinical challenges related to ICU care, delirium management, early mobility initiatives, restraint reduction, and patient and staff safety.
- ◆ **Clinical Solution Selling** – Translate complex clinical challenges into clear value propositions for hospital leaders and quality teams.
- ◆ **Clinical Champion Development** – Identify and cultivate clinical champions including ICU providers, nurses, rehabilitation leaders, and patient safety stakeholders.
- ◆ **Buying Map Development** – Navigate complex healthcare organizations by identifying operational leaders, clinical champions, and economic decision-makers.
- ◆ **Demonstrations and Clinical Evaluations** – Coordinate product demonstrations, pilots, and evaluations with HD*medical* leadership and clinical partners.
- ◆ **Implementation Partnership** – Support early implementations and pilot programs alongside the Director of Operations and Commercial Development.
- ◆ **Education and Thought Leadership** – Support hospital education initiatives related to delirium management, restraint alternatives, and early mobility.
- ◆ **Market Intelligence** – Provide insights to leadership on hospital priorities, purchasing dynamics, and emerging clinical trends.
- ◆ **Pipeline and CRM Management** – Maintain disciplined pipeline documentation using HubSpot

Required Qualifications

- ◆ Clinical background in bedside patient care (RN, RT, PT, OT, LPN, PA, NP, etc.).
- ◆ Demonstrated ability to run discovery conversations, present value, and advance opportunities.
- ◆ Strong relationship-building and account management instincts.
- ◆ Comfort operating in a fast-paced startup environment.
- ◆ Experience commercializing new products or emerging healthcare technologies.
- ◆ Excellent documentation discipline.
- ◆ Empathy for healthcare system challenges and operational realities.

Preferred Qualifications

- ◆ Experience selling into hospitals or health systems in complex multi-stakeholder environments.
- ◆ Critical care or ICU experience is strongly preferred.
- ◆ Familiarity with initiatives related to ICU delirium management and education, patient & staff safety, early mobility programs, or restraint reduction.

What Success Looks Like in the First 12 Months

- ◆ Develop strategic health system relationships with ICU clinicians, nursing leadership, therapy teams, and hospital executives.
- ◆ Identify and advance qualified opportunities aligned with HD*medical* solutions.
- ◆ Establish clinical champions who advocate for adoption within their organizations.
- ◆ Launch and support early pilot programs and product demonstrations.
- ◆ Achieve defined revenue objectives through advancement and conversion of opportunities.
- ◆ Build scalable account strategies for key health systems.
- ◆ Provide market insights that inform HD*medical*'s commercial strategy.

Who Thrives in this Role

- ◆ Clinically credible communicators who can engage ICU clinicians and hospital leadership.
- ◆ Consultative problem solvers who seek to understand clinical challenges before proposing solutions.
- ◆ Relationship builders comfortable navigating complex healthcare organizations.
- ◆ Self-directed professionals who thrive in startup environments.
- ◆ Mission-driven individuals motivated to improve patient safety and critical care outcomes.

Compensation

This role offers a competitive base salary plus significant performance-based commission. The compensation structure is designed for individuals who are motivated by impact and upside, with on-target earnings aligned to meaningful revenue contribution and upside uncapped.

Benefits

In addition to the growth and impact you'll have at HD*medical*, we offer competitive salaries along with the following benefits:

- Medical and Dental premiums covered at 100% for employee
- 401k benefits with matching contributions
- Vacation and paid holidays
- Open to Hybrid/Remote

Contact: admin@HDmedical.org

EOE