

Area Director

Job ID
REQ-10028409
Dec 11, 2024
China

Summary

-The Second Line Sales Manager (SLM) drives sales performance by leading a team of First Line Sales Managers (FLMs) in the execution of tailored customer experiences that deliver value and establish Novartis as a partner of choice. They are accountable for the creation and implementation of the National Commercial Customer Engagement Strategy in a compliant and ethical way, working cross-functionally to align with Medical/Access strategies to ensure a cohesive and collaborative approach. The SLM builds best-in-class, diverse teams through talent acquisition, development and succession planning and is responsible for instilling a culture of integrity. They are instrumental in affecting substantial, sustained organizational change.

About the Role

Major accountabilities:

- Accountable for the creation and implementation of the RLT Field Force Strategy in a compliant and ethical way, working cross-functionally to align with Marketing/Medical/Access strategies to ensure a cohesive and collaborative approach.
- Drives performance by leading RLT FF in the execution of tailored customer experiences that deliver value and establish Novartis as a partner of choice in RLT field.
- Strive to exceed agreed field force and market share targets. Develop and implement the National Commercial Customer Engagement Strategy to raise awareness of RLT product among urologists and nuclear medicine HCPs, coordinate between Urology and NMD to facilitate MDT or in-hospital referral, balancing the interests of both department in national level.
- National site readiness, develop and implement the national site readiness strategy and to leverage internal and external resources to enable the FF team of execution excellence.
- National Site operation excellence, provide field force insight to co-create the delivery and operation strategy, lead the FF team for execution excellence.
- Advocate for national/territory budget optimization, ensuring judicious allocation of a multitude of resources tailored to national/territory needs.
- Accountable for People & Organization of RLT national field force
- Lead affecting, substantial, sustained organizational change.
- Build the best-in-class, diverse teams through talent acquisition, development and succession planning and is responsible for instilling a culture of inspired, curious and unbossed.
- Empower the RLT field force by giving and acting on feedback, removing barriers, and holding them accountable. Invest in people's growth and development to help them expand their impact. Build self-awareness, in service of and to maximize impact on others.
- Create a collaborative, psychologically safe environment where team members are encouraged to speak up, solve problems, experiment and fail forward

- Model Novartis values and behaviors -Ensure this agenda is cascaded to the entire FF team
- Influence Nationally -Lead initiatives that achieve transformational change, such as digital transformation and adoption of new tools
- Role model and lead the team to live by Novartis Code of Ethics and Values and Behaviors.

Critical Experiences & Knowledge :

Work Experience:

- Full-time undergraduate degree, background in pharmaceutical or related fields preferred
- National KAM / National Area Director experience in oncology (urology therapeutical area experience preferred) or nuclear related equipment
- Proven record of successfully new launch experience in core markets
- Great capabilities of solving complex and practical problems to generate growth
- Strong leadership skills, demonstrating the ability to lead a national team go above & beyond, and drive networked team members from various roles towards achieving common goal
- Deep understanding of competitor positions and RLT product economics.
- Large-scale Field Force management and marketing experience.
- Proven capability to engage with hospital leadership effectively, fostering strong relationships and collaboration to drive initiatives and achieve strategic goals in national level
- Self-motivated and passionate about healthcare industry

Skills:

- Analytical Skill.
- Change Management.
- Coaching.
- Collaboration.
- Commercial Excellence.
- Complexity Management.
- Compliance.
- Ethics.
- Financial Literacy.
- Healthcare Sector.
- Influencing Skills.
- Leadership.
- Management.
- Mentorship.
- Problem Solving Skills.
- Professional Communication.
- Team Work.

Languages :

- Chinese

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together?

<https://www.novartis.com/about/strategy/people-and-culture>

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connected and learn about suitable career opportunities as soon as they come up:

<https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Division

International

Business Unit

Innovative Medicines

Location

China

Site

Shanghai (Shanghai)

Company / Legal Entity

CN27 (FCRS = CN027) Novartis Pharmaceutical Technology Zhejiang Co., Ltd.

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales Manager)

Shift Work

No

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Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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