

# Country Business Head Lithuania

Job ID

REQ-10050326

Apr 29, 2025

Lithuania

## Summary

Lead the Novartis Business in Lithuania.

Lead Country Sales & Key Accounts Strategy, responsible for proper implementation of Marketing, Market Access strategies & plans at the country level.

Play major role in local office administration management and all local activities related to Novartis business operations at country level.

Development of countries' strategy in line with global strategic priorities. Ensure execution of tactical plan according to the brands strategy and achievement of business targets. Develop and leverage productive external relationships to ensure Novartis is perceived as a trusted business partner. Lead teams in the countries and ensure effective cross-functional, cross-country, and cross-divisional collaboration of the team.

Beyond their Country level responsibilities, Country Business Head Lithuania also provides a strong and consistent voice in the ECC cluster forums.

## About the Role

### Major Accountabilities

Define long-term strategy for the country, for the territory development and derive concrete sales & business targets. Ensure alignment between local and cluster strategy and proper adaptation of local strategy and tactics when applicable. Define tactic plan by brands in the country and derive concrete actions and targets, allocate roles and responsibilities within the team. Lead execution of strategy and tactical plan and achievement of business targets in Lithuania. Manage the sales team in Lithuania. Ensure effective cross-functional collaboration between sales, marketing, market access and medical functions, and other regional or global services. Implement country's strategic development plan. To be updated on the information related to the market and including analysis of competitors' activities, current sales situation, and commercial activity. Negotiation and communication with key partners (medical / non-medical stakeholders, other commercial stakeholders, agencies/committees representing the business, involving industry, trade, academics authorities, etc.) Ensure proper resource allocation to achieve financial targets and enable sustained patient access. Ensure accurate forecasting of sales and expense. P&L management and achieving of county financial targets. Financial monitoring Lead change management processes for the country in area of responsibility. Ensure the Lithuanian team delivers operational excellence at local level. Ensure implementation of all sales and marketing activities in full accordance with ethics and compliance code of the company and following local legislation. Workforce planning for the area of responsibility: ensure effective organizational structure and headcount. People management: recruitment and development of talents, performance management,

engagement, and motivation of the team. Ensure corporate image as trusted partner for professionals within targeted healthcare areas. Develop and leverage productive internal relationships within Novartis to exchange knowledge and contribute to local and global initiatives for products. Provide support to international commercial teams where needed.

**Key Performance Indicators** (Indicate how performance for this role will be measured)

- Financial KPIs achievement (revenue, market share, sales targets, P&L incl. planning by countries, priority brands, etc.).
- Strategic and tactical plan is developed, agreed with global franchise and approved by local management.
- Priority brands are included into defined reimbursement lists.
- Product launch success: milestones, time to peak sales.
- Resource allocation: Novartis country organization sales mix against targets, resource allocation efficiency.
- Timely target setting and regular performance control.
- The level of engagement of the Cluster team is not less than the average corporate level based on OurVoice.
- Talent development: succession planning, HiPo retention and development plans and talent export. Foster innovative mindset.
- Novartis market reputation: surveys, interviews, polls and media.

**Job Dimensions**

**Financial responsibility:**

Sales: 48M USD 2023

Scope: IMI Lithuania

**Impact on the organization:**

HIGH

**Amount of the team:**

20+ IMI FTEs

**Decision making:**

Shape and execute strategy, identify mid/long-term opportunities and threats, develop talent and capabilities

**Functional/technical know-how:**

Broad knowledge innovatively applied across several therapeutical areas / market archetypes / different functions

**Ideal Background**

**Minimum Requirements:**

**Education:** Bachelor's Degree required, management specialization.

Master's degree in Business management is preferred.

Medical degree is appreciated.

Additional education in Marketing is appreciated.

**Experience:**

- Proven ability to lead complex projects and collaborate within and across cross-functional teams and business units in a matrix environment
- Significant experience in pharmaceutical industry (5+ years); 3 years of leadership experience in multinational pharmaceutical company (preferred)
- Proven track-record of P&L responsibility
- Experience in people management (preferred but not a must)
- Deep knowledge of the products launching processes
- Strong business acumen

**Values and Competencies/Skills:**

- Significant tolerance and ability to deliver under high ambiguity/uncertainty & complexity, resilience, ability to manage crisis & turnarounds
- Strong in people management leading large and multinational teams.
- Results driven, focused and problem solving
- Effective communication/presentation skills with all management levels
- Ability to prioritize
- Strong collaborator, networking and relationship management
- Strong analytical and leadership skills (qualitative and quantitative aspects)

**Languages:**

English fluent

**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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<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

Lithuania

Site

Lithuania

Company / Legal Entity

LTP2 (FCRS = LV001) SIA Baltics, Lithuanian

Functional Area  
Commercial & General Management  
Job Type  
Full time  
Employment Type  
Regular  
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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