

# **Renal / Rare - Area Business Leader - Mid-Atlantic – Remote**

Job ID  
392630BR  
Jul 03, 2024  
USA

## **Summary**

-Senior managers in the sales function, leading sales activity for a defined product or portfolio of products. Responsible for agreed sales targets for the Oncology portfolio and managing the sales team. Brings specialist knowledge in the required therapeutic area.

## **About the Role**

About the role :

Renal Area Business Leader

Territory: PA, MD, DC, VA, NC. Relocation is not offered for this role. Candidates must reside in territory (within 50 miles).

This is a field-based and remote opportunity.

About the Role:

The Renal Area Business Leader (ABL) is an inspiring, solutions-oriented enterprise thinker responsible to lead a sales team in the delivery of tailored customer experiences based on account and Health Care Provider (HCP) needs and clinical dialogue that compels the customer to act on behalf of their patients to generate demand in the relevant area.

The Renal Area Business Leader recruits, hires, develops, and retains a field-sales team within an assigned area. Through regular face-to-face in-field interactions, the Area Business Leader coaches their team to work cross functionally and with Healthcare Providers (HCPs), Key Accounts and Systems of Care (SoC) to identify shared priorities, deliver clinical value and provide Novartis resource messaging in a patient-centered approach thereby establishing Novartis as a preferred customer partner. The Renal Area Business Leader instills a culture of high-performance and accountability that inspires and motivates their team to complete on the brand strategy and tactics.

Your Key Responsibilities:

Recruit, develop, retain, coach, and lead a diverse team of individuals to successfully deliver on strategic

objectives, and provides consistent timely feedback and coaching to continuously improve team performance.

Embed impactful, customer-centric culture where teams are highly engaged business owners that take effective results-driven action and fosters an environment where team members are encouraged to speak up, solve problems, collaborate, experiment, and fail forward.

Act as an ambassador for the organization – tell the Novartis story in a way that attracts and engages exceptional talent, builds, and inspires their team, customers, and colleagues to reimagine medicine with Novartis.

Serve as a member of the Regional Leadership team proactively giving to the development of overall region capabilities, business execution, team development and culture.

Possess in-depth knowledge in the areas of clinical, access and reimbursement, business acumen, territory management and appropriate use of omni-channel marketing tools to effectively develop and coach members of the team during regular field contacts and one-on-one coaching sessions.

Develop, implement, and supervise a customer-centric business plan in collaboration with the sales team and cross-functional partners to optimize the customer experience and product demand.

Translates and articulates customer and market insights across the organization to define issues and create great outcome business solutions.

Leverage analytics platforms to advise decisions and identify areas of risk and opportunity.

- Driving is an essential function of this role, meaning it is fundamental to the purpose of this job and cannot be eliminated.
- Because driving is an essential function of the role, you must have a fully valid and unrestricted driver's license to be qualified for this role.

The company provides reasonable accommodations for otherwise qualified individuals with medical restrictions if an accommodation can be provided without eliminating the essential function of driving.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between: Renal Area Business Leader I: \$144,000 and \$216,000/year | Renal Area Business Leader II: \$144,000 and \$216,000/year | Senior Renal Area Business Leader: \$158,400 and \$237,600/year; however, while salary ranges are effective from 1/1/23 through 12/31/23, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

COVID-19 Vaccine Policy (customer-facing roles only): While Novartis does not require vaccination for COVID-19 or proof of a recent negative test result for COVID-19 at this time, employees working in customer-facing roles must adhere to and comply with customers' (such as hospitals, physician offices, etc.) credentialing guidelines, which may require vaccination. As required by applicable law, Novartis will consider requests for reasonable accommodation for those unable to be vaccinated. This requirement is subject to applicable state and local laws and may not be applicable to employees working in certain jurisdictions. Please send accommodation requests to [Eh.occupationalhealth@novartis.com](mailto:Eh.occupationalhealth@novartis.com).

EEO Statement :

*We are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.*

**Accessibility and Reasonable Accommodations:** Individuals in need of a reasonable accommodation due to a medical condition or disability for any part of the application process, or to perform the essential functions of a position, please let us know the nature of your request, your contact information and the job requisition number in your message:

- Novartis: e-mail [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1 (877)395-2339
- Sandoz: e-mail [reasonable.accommodations@sandoz.com](mailto:reasonable.accommodations@sandoz.com) or call: +1-609-422-4098

Role Requirements :

What You'll Bring to the Role:

Bachelor's degree.

Current Pharma/Biotech Sales Manager with 2+ year's management experience, with demonstrated leadership involvement in sophisticated selling environments (physician, managed markets and/or limited physical access accounts).

Previous Renal, Rare Disease or Specialty experience, within the last 3 years, with proven success promoting pharma products in specialty and institutional settings.

Strong leadership, planning/organization, problem-solving and decision-making skills, with robust ability to collaborate and work cross-functionally within matrix environments.

Demonstrated ability to lead and inspire a group towards meeting and exceeding objectives using innovative approaches.

This is a remote position that will support a sales team in an assigned region. Candidate must reside within territory, or within a reasonable daily commuting distance of 50 miles from territory boarder. Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. No relocation assistance available. Must have a valid driver's license.

Preferred Qualifications:

Experience and success leading sales teams in promotion to large practices, hospitals, IDN's and SoC customers, with an understanding of reimbursement for out-patient (payer) and in-patient (Diagnosis Related Group, Medicare) through product launches.

Leveling Guidelines: The position will be filled at level commensurate with experience.

Renal Area Business Leader I:

2+ years' experience in pharmaceutical/biotech sales management.

Renal Area Business Leader II:

4+ years' experience in pharmaceutical/biotech sales management.

Renal Senior Area Business Leader:

8+ years' experience in pharmaceutical/biotech sales management.

Why Consider Novartis? 766 million lives were touched by Novartis medicines in 2021, and while we're proud of this, we know there is so much more we could do to help improve and extend people's lives. We believe new insights, perspectives and ground-breaking solutions can be found at the intersection of medical science and digital innovation. That a diverse, equitable and inclusive environment inspires new ways of working. We believe our potential can thrive and grow in an unbossed culture underpinned by integrity, curiosity, and flexibility. And we can reinvent what's possible, when we collaborate with courage to aggressively and ambitiously tackle the world's toughest medical challenges. Because the greatest risk in life, is the risk of never trying! Imagine what you could do here at Novartis!

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

Accessibility and Reasonable Accommodations: The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to [tas.nacomms@novartis.com](mailto:tas.nacomms@novartis.com) call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>

For Field Roles with a Dedicated Training Period: The individual hired for this role will be required to successfully complete certain initial training, including home study, in eight (8) or fewer hours per day and forty (40) or fewer hours per week.

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:  
<https://talentnetwork.novartis.com/network>

Division

US

Business Unit

Innovative Medicines

Location

USA

Site

Field Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales)

Shift Work

No

[Apply to Job](#)

Job ID

392630BR

## **Renal / Rare - Area Business Leader - Mid-Atlantic – Remote**

[Apply to Job](#)

---

**Source URL:** <https://prod1.id.novartis.com/id-en/careers/career-search/job/details/392630br-renal-rare-area-business-leader-mid-atlantic-remote-0>

### **List of links present in page**

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Field-Sales-USA/Renal---Rare---Area-Business-Leader---Mid-Atlantic---Remote\\_392630BR](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Sales-USA/Renal---Rare---Area-Business-Leader---Mid-Atlantic---Remote_392630BR)
4. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Field-Sales-USA/Renal---Rare---Area-Business-Leader---Mid-Atlantic---Remote\\_392630BR](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Sales-USA/Renal---Rare---Area-Business-Leader---Mid-Atlantic---Remote_392630BR)