

Allergy – Area Business Leader – Detroit, MI – Remote

Job ID
393350BR
Jun 14, 2024
USA

About the Role

This is a field-based and remote opportunity.

About the Role:

Novartis is more than an organization. It is a thriving community where talented people can truly belong. Working closely and collaboratively, we achieve a collective impact that is far greater than any of us could achieve alone.

When we put our heads together, we can do brilliant work. And when we do brilliant work, we can achieve remarkable things for the world. Every advance we make, however large or small, helps to improve the lives of patients and their families. It inspires us to go further, always seeking 'better' for the people relying on us.

The Area Business Leader recruits, hires, develops, and retains a field-sales team in the 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 Area Business Leader instills a culture of high-performance and accountability that inspires and motivates their team to complete the brand strategy and tactics. The Area Business Leader is responsible for communicating and supervising key performance indicators.

Key Responsibilities:

- Recruit, develop, retain, mentor, and lead a diverse team of individuals to successfully deliver on strategic sales objectives and establish a cadence of accountability for the team, communicating, and monitoring KPIs and engaging all levels of performance on the team.
- Models the way for all associates by inspiring a shared vision, communicating clear expectations, promoting an environment of accountability, enabling others to act, and optimizing or advancing processes by challenging the status quo.
- Monitor and coach to ensure Territory Account Specialists are effective orchestrators of the total account call by overseeing the deployment of the right resources at the right time, efficiently plan, communicate, and follow through internally to ensure all Novartis partners are advised and ensure customer needs are met with urgency.
- Develop, implement, and supervise a customer-centric business plan in collaboration with both customer

engagement and cross-functional partners to optimize the customer experience and product demand.

- Serve as a member of the Regional Leadership team proactively contributing to the development of overall region capabilities, business execution, team development and culture.
- Embed a hard-working, customer-centric culture where teams are highly engaged business owners that take effective results-oriented action. The Area Business Leader fosters an environment where team members are encouraged to speak up, solve problems, collaborate, experiment, and fail forward.
- 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 mentor members of the team during regular field contacts and one-on-one coaching sessions.
- Leverage analytics platforms to advise decisions and identify areas of risk and opportunity and ensure the Territory Account Specialists are appropriately deploying resources like strategic face-to-face, omni-channel resources, total office calls and cross-functional partners.

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.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between: Area Business Leader I: \$151,200 and \$226,800/year | Area Business Leader II: \$151,200 and \$226,800/year | Senior Area Business Leader: \$174,400 and \$261,600/year; however, while salary ranges are effective from 1/1/24 through 12/31/24, 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.

Diversity & Inclusion / EEO

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 or call +1 (877)395-2339
- Sandoz: e-mail reasonable.accommodations@sandoz.com or call: +1-609-422-4098

Role Requirements

Essential Requirements:

- Bachelor's degree.
- 2+ year's sales leadership experience in pharmaceutical/biotech or other consumer product in a highly regulated environment. Internal Sales Associates are eligible, if successfully completed Novartis SMDP, or 2+ years of pharmaceutical/biotech sales management experience within the last two years prior to joining the company.
- Demonstrated leadership experience in sophisticated selling environments (physician, managed markets and/or limited physical access accounts), with proven success (e.g., sales awards, top third ranking, highly successful performance ratings, etc.) selling biopharmaceutical products to customers in the specialty & institutional setting.
- 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 100 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.

Desirable Requirements:

- Significant experience and success leading sales teams in promotion to large practices, hospital (Critical Care Unit, Emergency Department, Pharmacies, Pharmacy & Therapeutic), Integrated Delivery Network, and System of Care (SoC) Customer
- Experience in Allergy or launching Allergy products
- Sales Leader experience in the promotion of pharmaceuticals / biotech products and demonstrated ability to execute pharmaceutical strategy at the institutional level
- Strong ability to collaborate and work cross-functionally within a complex, customer matrix environment
- Strong understanding of reimbursement for both the out-patient (payer) and the in-patient (Diagnosis Related Group, Medicare) reimbursement
- Experience with leading sales team through product launches

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

Area Business Leader I:

- 2+ year's sales leadership experience in pharmaceutical/biotech or other consumer product in a highly regulated environment.
- Internal: Novartis Sales Associate that has successfully completed Novartis SMDP, or 2+ years of pharmaceutical/biotech sales management experience within the last two years prior to joining the company.

Area Business Leader II:

- 4+ year's sales leadership experience in pharmaceutical/biotech or other consumer product in a highly regulated environment.

Senior Area Business Leader:

- 8+ year's sales leadership experience in pharmaceutical/biotech or other consumer product in a highly regulated environment.

Company will not sponsor visas for this position.

You'll Receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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.

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.

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

CUSTOMER ENGAGEMENT

Location

USA

Site

Detroit, MI

Company / Legal Entity

Novartis Pharmaceuticals

Functional Area

Sales

Job Type

Full Time

Employment Type

Regular

Shift Work

No

[Apply to Job](#) [Access Job Account](#)

Job ID

393350BR

Allergy – Area Business Leader – Detroit, MI – Remote

Source URL: <https://prod1.id.novartis.com/id-en/careers/career-search/job/details/393350br-allergy-area-business-leader-detroit-mi-remote>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://sjobs.brassring.com/TGnewUI/Search/home/HomeWithPreLoad?PageType=JobDetails&partnerid=13617&siteid=5260&jobid=2814581&AL=1>
4. <https://sjobs.brassring.com/TGnewUI/Search/home/HomeWithPreLoad?PageType=JobDetails&partnerid=13617&siteid=5260&jobid=2814581&AL=1>
5. <https://sjobs.brassring.com/TGnewUI/Search/home/HomeWithPreLoad?PageType=JobDetails&partnerid=13617&siteid=5260&jobid=2814581&AL=1>
6. <https://sjobs.brassring.com/TGnewUI/Search/home/HomeWithPreLoad?PageType=JobDetails&partnerid=13617&siteid=5260&jobid=2814581&AL=1>