

# Country Head UZ

Job ID

REQ-10013727

Jul 02, 2024

Uzbekistan

## Summary

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 country 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 trust 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 Head, Uzbekistan, also provides a strong and consistent voice in Emerging Markets cluster forums.

## About the Role

### Major accountabilities:

- Define long-term strategy for the country, for the territory development and deriving 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 Uzbekistan.
- Manage the sales team in Uzbekistan. Ensure effective cross-functional collaboration between sales, marketing, market access and medical functions, as well as NPHS and other regional or global services.
- Implement country's strategic development plan: new procurement approaches and managed import approaches.
- 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.)
- Ensuring 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 Uzbekistan team delivers operational excellence on 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.
- Providing support to international commercial teams where needed.

#### **Key performance indicators:**

- 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 non less than the average corporate level based on OurVoice
- Talent development: succession planning, HiPo retention and development plans, talent export
- Novartis market reputation: surveys, interviews, polls, media

#### **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:**

- At least 3 years of experience in BU / Country Head position in multinational pharmaceutical company
- Proven track-record of P&L responsibility
- Significant Key Accounts Management experience in pharmaceutical industry (more than 10 years)
- Strong experience in people management, leading of large diverse teams.
- Understanding of the health-care system specifics & features of the country.
- Deep knowledge of the products launching processes.
- Knowledge of key health authorities as well as commercial partners in the country will be an advantage.
- Strong business acumen.
- Proven ability to lead complex projects and collaborate within and across cross-functional teams and business units, in a matrix environment.

#### **Skills:**

- Significant tolerance and ability to deliver under high ambiguity/uncertainty & complexity, resilience, ability to manage crisis & turnarounds.
- Strong in people management, leading of 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 :

- Russian, 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>

Division

International

Business Unit

Innovative Medicines

Location

Uzbekistan

Site

Uzbekistan

Company / Legal Entity

UZP0 (FCRS = CH024) NPHS AG, RO Tashkent

Functional Area

Commercial & General Management

Job Type

Full time

Employment Type

Regular

Shift Work

No

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