

Country Manager

Job ID

REQ-10056047

Jun 23, 2025

Kazakhstan

Summary

- Provide strategic leadership for Novartis operations in Azerbaijan, Uzbekistan, Mongolia, Armenia, Moldova, ensuring alignment with global objectives and driving sustainable growth.
- Develop and execute the country sales strategy and key account management plans while effectively implementing marketing initiatives, market access strategies, and tactical actions to achieve business goals.
- Oversee local office setup and actively manage all activities related to Novartis operations at the country level, ensuring smooth and efficient business processes.
- Shape and drive the country-specific strategy in alignment with global and regional priorities, ensuring the successful execution of brand strategies and business targets.
- Build and nurture strategic external relationships to position Novartis as a trusted and collaborative business partner.
- Lead high-performing teams within the country, fostering cross-functional, cross-country, and cross-divisional collaboration to maximize organizational effectiveness.
- Serve as solid contributor to Emerging Markets Leadership Team, representing Azerbaijan, Uzbekistan, Mongolia, Armenia, Moldova with a consistent and influential voice to ensure alignment, knowledge sharing, and best practices across markets.
- By combining strategic vision with operational excellence, this role is pivotal to empowering Novartis to deliver long-term value for patients, partners, and the organization within Azerbaijan, Uzbekistan, Mongolia, Armenia, Moldova.

About the Role

Major accountabilities:

- **Strategic Planning and Execution:** Develop and implement a comprehensive long-term strategy for the country, focusing on territory development and translating goals into concrete sales objectives and business targets.
- **Alignment with Global Strategies to drive at Local Level:** Ensure alignment between local and regional/cluster strategies, adapting global initiatives to fit the local context while driving tactical execution.
- **Tactical Plan Implementation:** Define brand-specific tactical plans and establish clear actions and measurable targets. Assign roles and responsibilities to ensure efficient execution within the team.
- **Business Performance Leadership:** Lead the execution of strategic and tactical plans, ensuring the achievement of business objectives and financial targets in Azerbaijan, Uzbekistan, Mongolia, Armenia, Moldova.
- **Cross-Functional Leadership:** Oversee the sales team and foster collaboration across key functions,

including Sales, Marketing, Market Access, Medical Affairs and regional/global services.

- **Innovative Contractual Strategies:** Drive the implementation of strategic development initiatives, including new procurement approaches and managed import strategies to optimize resource utilization.
- **Market Insights and Analysis:** Continuously monitor market trends, analyze competitor activities, evaluate sales performance, and identify commercial opportunities to inform decision-making.
- **Stakeholder Engagement:** Build and maintain productive relationships with key partners, including medical and non-medical stakeholders, government authorities, commercial organizations, agencies, and trade bodies.
- **Resource Optimization:** Manage and allocate resources efficiently to ensure financial targets are met while enabling sustained patient access to products and services.
- **Forecasting and Financial Oversight:** Ensure accurate and reliable phasing & forecasting of sales and expenses. Oversee Profit & Loss (P&L) management and implement financial monitoring to achieve country financial objectives.
- **Change Management:** Lead and support change management initiatives within the country, aligning transformation processes with strategic priorities.
- **Operational Excellence:** Drive operational excellence by optimizing local business processes and improving execution at all levels to maximize value delivery.
- **Compliance and Ethics:** Ensure that all sales and marketing activities are conducted in full adherence to corporate ethics, compliance codes, and local regulatory requirements.
- **Workforce Planning:** Develop and implement workforce plans that establish effective organizational structures and align headcount with strategic priorities.
- **Talent Management:** Recruit, develop, and retain top talent. Lead performance management, foster team engagement, and create motivating environments to achieve collective and individual success.
- **Corporate Reputation:** Strengthen Novartis' role as a trusted partner within targeted healthcare sectors and enhance the company's presence and credibility in the market.
- **Internal Collaboration:** Build productive internal relationships across Novartis' global and regional teams, contributing to knowledge-sharing initiatives and advancing local and global product strategies.
- **International Commercial Support:** Act as a key contributor to international commercial efforts by providing strategic insights and operational support as needed.

Key performance indicators:

- **Financial Performance:** Achieve financial KPIs such as revenue growth, market share expansion, sales targets, and Profit & Loss (P&L) management, including country-level planning and prioritization of key brands.
- **Strategic & Tactical Planning:** Develop, align, and secure approval for strategic and tactical plans in collaboration with the global franchise and local leadership.
- **Market Access:** Ensure priority brands successful inclusion in the defined reimbursement lists to expand market accessibility.

- **Launch Readiness & Product Launch Excellence:** Deliver successful product launches with defined milestones, efficient execution, and optimized time to peak sales performance.
- **Resource Optimization:** Ensure efficient resource allocation, achieving target sales mix within the Novartis country organization and maximizing resource utilization.
- **Performance Management:** Set clear, timely targets and implement regular performance reviews to drive accountability and results achievement.
- **Team Engagement:** Maintain or exceed corporate average engagement levels within the Cluster team, as measured by the "OurVoice" engagement survey.
- **Talent Development:** Drive talent management initiatives, including succession planning, development of talents and exporting talent to other markets.
- **Market Reputation:** Enhance Novartis' market reputation, ensuring strong brand perception and stakeholder trust.

Minimum Requirements:

Requirements:

Education

- Bachelor's degree in medicine, pharmacy, business management or related fields
- Master's degree in Business Management (MBA or Executive MBA)

Professional Experience

- Minimum of 3 years' experience in a Business Unit (BU), Franchise Head or Country Head position within a multinational pharmaceutical organization.
- Demonstrated track record of P&L management and accountability.
- Extensive experience in Account Management within the pharmaceutical industry.
- Proven expertise in leading, managing, and developing large, diverse, and cross-functional teams.
- Strong understanding of the healthcare system structure, dynamics, and market specifics in Azerbaijan, Uzbekistan, Mongolia, Armenia, Moldova.
- In-depth experience with product launches in the pharmaceuticals.
- Strong business acumen and commercial insight.
- Proven ability to lead complex projects and foster collaboration across cross-functional teams and business units in a matrix organization.

Core Values and Competencies

- Enterprise leadership
- Resilience and adaptability when navigating high levels of ambiguity, uncertainty, and complexity. Proven skills in crisis management and leading business turnarounds.
- Outstanding people management capabilities, with a track record of leading large, multinational, and culturally diverse teams.
- Results-oriented mindset with a strong focus on problem-solving and delivering outcomes under pressure.
- Highly effective communication and presentation skills, with the ability to engage and influence stakeholders at all organizational levels.

- Prioritization skills to manage multiple objectives in a dynamic environment.
- Strong collaborator with demonstrated networking and stakeholder relationship management skills.
- Advanced analytical and leadership abilities, with a balance of qualitative and quantitative expertise.

Languages:

Russian, English, Kazakh is an advantage

Business travels:

~30-40%

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>

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

Kazakhstan

Site

Kazakhstan

Company / Legal Entity

KZP0 (FCRS = CH024) NPHS Almaty RO Kazakhstan

Functional Area

Commercial & General Management

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

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

Job ID
REQ-10056047

Country Manager

[Apply to Job](#)

Source URL: <https://prod1.id.novartis.com/id-en/careers/career-search/job/details/req-10056047-country-manager>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Kazakhstan/Country-Manager_REQ-10056047-1
5. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Kazakhstan/Country-Manager_REQ-10056047-1