

## (高级) 地区经理

Job ID  
REQ-10076529  
апр 24, 2026  
Китай

### Сводка

我们正在寻找一名(高级)地区经理。您的工作将监督、辅导与带领区域医药代表团队开展产品的学术推广,以及高效的跨部门合作以推动品牌战略在区域内的实施,最终让患者受益!这个岗位将直接向大区经理汇报。

### About the Role

#### Major accountabilities:

- Accountable for achieving own and team's agreed sales, productivity and performance targets.  
Creates and executes business plans to drive this achievement and is responsible for brands' strategic and tactical planning in line with company strategy and standards.
- Works independently to maintain existing clients and to develop new business opportunities.
- Manages and optimizes effective allocation of resources to deliver required business results.
- Manages area sales and expense budgets.
- Serves as a communication bridge from Senior Management to Sales Representatives / Product Specialists.
- Leads a high-performing team of Medical Representatives / Product Specialists; hires, trains and develops them as necessary; provides coaching and feedback to the team.
- Manages relationships with key accounts' decision makers, key opinion leaders, patient associations; and other **主要职责** :
- 制定并执行公司在指定区域或地区的业务计划
- 监督和辅导医药代表分析和制定POA
- 监督和辅导医药代表提供高质量的产品信息传递,学术推广和相关的反馈
- 跨部门合作协调以推进品牌战略在区域内的实施
- 计划和实施与医药代表的协访
- 参与医药代表的选拔、招聘和培训/辅导工作
- 定期评估医药代表的业绩,帮助他们制定个人发展计划
- 积极参与和推进合规项目,以身作则,传递合规文化。为下属提供相关的合规指导。遵守所覆盖或拜访的医疗机构颁布的与医药代表或医药企业相关人员有关的规章制度
- 对多元化和包容性/平等就业机会的承诺**: 诺华致力于为我们所服务的患者和社区建立一个优秀、包容的工作环境和多元化的团队。**基本要求** :
- 大学本科及以上学历
- 良好的英语听说读写能力
- 3年以上制药行业相关经验,1年以上管理经验
- 出色的团队管理/领导能力。合规意识强
- Collaborates across business functions to achieve desired results.
- Masters product knowledge and disease area knowledge; and coach the team on the same.
- Gathers and is updated on required information regarding the market, key competitors' market data, pricing intelligence, key accounts etc.
- Ensures Excellency in Customer Satisfaction and Customer Services.
- Complete all reporting and administrative requirements in a timely and accurate manner.
- Operates within Novartis compliance, policies and procedures; and creates a culture that ensures all reports, direct and indirect, do the same.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt.
- Distribution of marketing samples (where applicable)

#### Key performance indicators:

- Achievement of sales revenue and market share targets vs plan.
- Management of operating expenses within agreed budgets through effective monitoring and reporting systems.
- Customer Satisfaction and Key accounts relationship maintenance within the Assigned territory.
- Field force efficiency, Product launch Success Rate.
- Development of patient and customer centric programs.
- Med Reps' performance within the assigned territory

#### Minimum Requirements:

#### Work Experience:

- Sales in Healthcare / Pharma / related business.
- Pre-launch activities.
- Market Knowledge and Network is desirable.
- Able to understand changing dynamics of pharmaceutical industry.

#### Skills:

- Analytical Skill
- Change Management
- Coaching

- Collaboration
- Commercial Excellence
- Complexity Management
- Compliance
- Professional Ethics
- Health Care Industry
- Leadership
- Management
- Mentorship
- Problem Solving Techniques
- Professional Communication
- Team Work

**Languages:**

- English

**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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

Дивизион  
 International  
 Business Unit  
 Sales  
 Место  
 Китай  
 Сайт  
 Wuhan (Hubei Province)  
 Company / Legal Entity  
 CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd  
 Functional Area  
 Продажи  
 Job Type  
 Full time  
 Employment Type  
 Regular (Sales Manager)  
 Shift Work  
 No

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

**Accessibility and accommodation**

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.china@novartis.com](mailto:diversityandincl.china@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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