

# Commercial Portfolio Head

Job ID  
REQ-10078212  
Июн. 10, 2026  
Польша

## Сводка

#LI-Hybrid

Location: Warsaw, Poland

Relocation Support: Novartis is unable to offer relocation support: please only apply if accessible.

The Commercial Portfolio Head maximizes the value generation and access of its products portfolio through innovative go-to market models, commercial alliances & partnerships strategy and life cycle management. It ensures an efficient collaboration model with above- & in-country functions to execute strategies within resource constrained environment.

## About the Role

### Key responsibilities

- Lead and expand commercial partnerships and alliances by identifying opportunities, negotiating agreements, and governing collaborations to maximize portfolio value.
- Pilot innovative international commercial projects with potential for regional or global scale-up.
- Drive compliant digital marketing execution across channels, ensuring brand visibility, content governance, and alignment with priority brand strategies.
- Partner with Therapeutic Area heads to identify synergies and leverage shared digital promotion assets.
- Lead end-to-end lifecycle management for mature brands, including onboarding from TAs, LoE planning, and late-stage value retention strategies.
- Strengthen cross-functional collaboration between Commercial Portfolio, Trade, Market Access, Finance, Legal, and Supply Chain to ensure end-to-end value delivery and to assess and mitigate post-LoE volume and value erosion.
- Oversee portfolio budget management, forecasting, and performance vigilance to support sustainable P&L outcomes.
- Ensure effective regulatory portfolio management, responding to ad hoc operational requests such as recalls or packaging changes.
- Provide functional accountability for national trade strategy execution across hospital, wholesale, and pharmacy channels.
- Ensure robust trade governance covering pricing, tenders, settlements, and compliance processes.
- Monitor trade KPIs and partner cross-functionally to minimize stockouts, write-offs, and operational inefficiencies.
- Build and lead high-performing, diverse teams by coaching talent, developing capabilities, and role-modeling Novartis leadership behaviors.

### Requirements

- University degree in science or business; advanced degree preferred; fluent English and Polish; 10+ years of leadership experience in the pharmaceutical or life sciences industry.
- Proven P&L and commercial management experience with full portfolio accountability.
- Demonstrated expertise in end-to-end lifecycle management of mature brands, including LoE planning and post-LoE value retention.
- Strong channel, customer service, and tendering experience with a focus on compliance and documentation accuracy.
- Proven success in building and governing commercial partnerships, including co-promotion, distribution, and licensing models.
- Extensive experience leading cross-functional teams across Legal, Finance, Market Access, Regulatory, Supply Chain, and Commercial functions.
- Strategic decision-maker with strong prioritization frameworks, resource discipline, and ROI-driven investment mindset.
- Experienced matrix leader with a strong track record in talent development, coaching, and succession planning.
- Enterprise mindset focused on long-term portfolio value, sustainability, and outcome-driven execution.
- Strong capabilities in regulated digital marketing execution, analytics, and performance monitoring.

### Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role:

• Poland: PLN 434,400.00 - 806,700.00

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering: [https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handbook.pdf](https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf)

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

**Commitment to Diversity and Inclusion / EEO paragraph:**

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

**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 \(PDF 30 MB\)](#)

Primary location salary range

zł434,400.00 - zł806,700.00

Дивизион

International

Business Unit

General Management

Место

Польша

Сайт

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

Коммерция и общий менеджмент

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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