

Area Director

Job ID
REQ-10080011
Июн. 25, 2026
Китай

Сводка

-Responsible for leading the sales function or experienced managers with direct accountability for sales targets for the organization. Manages day to day operational aspects of the sales function across a large country and lead the sales team. Responsible for delivery of sales targets and market share for the business area or responsible for sales for a defined product(s) in a region.

About the Role

Major accountabilities:

- Designs and implements with the team, strategies and business plan to achieve sales target of the defined sales organization / product.
- Defines and enables implementation of innovative strategies on digital selling, remote selling, or other innovative selling methods.
- Lead the sales team effectively by participating in selection, training and development, retention and talent management of the sales team.
- Conduct regular trainings to ensure development of the sales team; coach and guide the sales team as needed.
- Conduct target and incentive analysis for the associates. Own the sales force CRM, incentive system etc.
- Establish budgets and sales quotas; critically review country sales materials and resource allocation in the sales org.
- Ensure that information is disseminated properly to the respective sales organization.
- Establish and maintain relationships with key accounts/ hospitals/ customers as needed.
- Liaison with internal and external partners as needed.
- Work with cross functional teams to analyze market opportunities, and propose launch models. Advise the business heads on consumer trend/ feedback/ market etc.
- Monitor, lead and motivate area sales organization by effectively synergizing local sales, marketing, medical, government affairs, sales administration and sales training team to ensure effective execution of business plan.
- Share and propagate best practices across the globe, with other teams.
- Collaborate with the commercial and sales force effectiveness team to achieve the desired results.
Work on additional projects to achieve sales targets.
- In some cases, drive and lead the commercial processes for launch of brands.
- Ensure that all Novartis guidelines are duly followed in the sales organization.
- Ensure high level of corporate governance and compliance.
Build and foster a team culture that aligns with Novartis values and behaviors.
- 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
- CRM KPIs
- Expense and Budget Maintenance
- Development and Motivation of the sales team
- Compliance with legal and Novartis Guidelines

Minimum Requirements:

Work Experience:

- Deep understanding of competitor positions and Pharma product economics.
- Large-scale sales management and marketing experience.
- Extensive front line experience in Pharmaceutical sales
- Pharmaceutical Industry.

Skills:

- Delegation
- Enterprise Sales
- Field Sales
- Performance Management
- Product Positioning
- Regional Sales
- Sales
- Salesforce CRM
- Sales Management
- Sales Process
- Sales Strategy
- Selling Skills
- Workforce Management (WFM)

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

General Management

Место

Китай

Сайт

Nanjing (Jiangsu 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

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 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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