NOVARTIS

Area Manager _ HCM

Job ID
REQ-10088193
Сен. 17, 2026
Вьетнам

Сводка

Location: HCM #LI Hybrid
Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

About the Role:
The Area Manager is accountable for leading, coaching, and developing a high-performing field force team to deliver patient impact and achieve agreed commercial objectives within a defined geography. The role translates brand and therapeutic area strategy into area execution, drives performance through coaching and disciplined execution, and ensures high-quality customer engagement in line with Novartis values, behaviors, and compliance standards.

This role reports directly to Sales Head.

About the Role

Major accountabilities:

- Deliver area performance – Drive delivery of the objectives, market share, and profitability; use data and analytics and market/competitor insights to prioritize actions and support forecasting.
- Lead and develop team – Lead, coach, and develop a team of Medical Representatives; embed a high-performance culture with clear objectives and accountability; optimize individual and team capability through structured coaching and development planning.
- Coach in the field – Conduct regular field coaching, joint customer visits, and structured feedback sessions (including coaching on the International Commercialization Excellence (ICE) guidance, KPIs and targets), document in the coaching tool; build a high-performance, accountable culture.
- Build capability and talent – Review Field Force Effectiveness Assessment for the field force team and develop appropriate targeted development plans for medical reps in collaboration with Capability Building Manager and prepare future talent and successors.
- Drive execution excellence – Ensure adoption of ICE standards and new commercialization models: customer S&T, call plan adherence, omnichannel engagement, timely and accurate calls' reporting.
- Engage customers – Build strong partnerships with key customers and stakeholders; enable effective cross-functional collaboration to maximize patient and business impact.
- Partner cross-functionally – Work with Marketing, Medical, Value & Access and cross-functional teams; consolidate field insights into clear recommendations for the Brand Team.
- Role model integrity and ethical conduct – Ensure compliance with Novartis policies and procedures; manage resources and budgets responsibly.

Requirements:

- Education: University degree in medical and pharmacy.
- Minimum 5 years' experience in pharmaceutical or healthcare, including proven first-line people management.
- Track record of achieving the targets; experience with competitive brands and/or launches preferred.
- Strong communication, collaboration, and stakeholder management skills.
- Strong people leadership, coaching, and talent development capability.
- Analytical and enterprise mindset; able to interpret data and KPIs into action.
- Experience in omnichannel customer engagement and confident use of digital/AI tools.
- High standards of integrity, ethics, and compliance awareness.
- Languages: Vietnamese, Proficient in English (written & oral communication).

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
Вьетнам
Сайт
Vietnam
Company / Legal Entity
VN04 (FCRS = VN004) Novartis Vietnam Company Ltd
Functional Area
Продажи
Job Type
Full time
Employment Type

Regular (Sales Manager)
Shift Work
No

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