NOVARTIS

Medical Renal Head

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Сводка

The Medical Renal Head provides strategic and scientific leadership for the renal therapeutic area, with accountability for developing and executing the medical strategy across the renal portfolio in China.

The role is responsible for translating evolving science, clinical evidence, patient needs and the external healthcare environment into an integrated medical strategy that supports current and future assets across their lifecycle.

The Medical Renal Head will provide leadership across medical strategy, evidence generation, scientific engagement, data dissemination, launch readiness and capability building, working closely with Global/International Medical, Development, Commercial, Market Access and other cross-functional partners to maximize the impact of medical innovation on clinical practice and patient outcomes.

About the Role

Major Accountabilities

1. Therapeutic Area Medical Strategy & Leadership

- Lead the development and execution of the **China Renal Medical Strategy and Medical Plan**, ensuring strong scientific rationale, clear strategic priorities and alignment with overall portfolio and business priorities.
- Maintain a comprehensive understanding of the renal disease landscape, including **IgA nephropathy, chronic kidney disease and other relevant current or emerging renal diseases**, and translate evolving science into actionable medical priorities.
- Identify key unmet medical needs, evidence gaps, clinical practice gaps and opportunities where Medical can meaningfully influence patient care.
- Provide scientific and medical leadership throughout the product lifecycle, from **early asset planning and pre-launch readiness through launch, indication expansion and lifecycle management**.
- Serve as the senior Medical voice for the renal portfolio in key cross-functional strategic discussions and decision-making forums.

2. Evidence Generation

- Develop and lead an integrated **evidence-generation strategy** that addresses critical scientific and clinical practice questions relevant to China.
- Identify evidence gaps and prioritize appropriate evidence-generation approaches, including local clinical studies, real-world evidence, database research and other scientifically appropriate initiatives.
- Ensure China-specific evidence needs are represented in regional and global evidence planning and identify opportunities for China to contribute to global scientific evidence.
- Oversee the scientific quality, strategic relevance and timely execution of Medical-sponsored studies and other evidence-generation initiatives.
- Translate emerging evidence into clear implications for medical strategy, clinical practice and future research priorities.

3. Scientific Engagement & External Medical Leadership

- Develop and maintain high-quality scientific partnerships with leading nephrologists, academic institutions, medical societies and other relevant healthcare stakeholders.
- Identify emerging scientific trends and systematically generate medical insights from external experts and the broader healthcare ecosystem.
- Ensure medical insights are translated into strategic actions and contribute to local, regional and global decision making.
- Support appropriate scientific collaboration with professional societies on **clinical guidelines, expert consensus, disease education and improvement of clinical practice**, in accordance with applicable governance and compliance requirements.
- Represent the organization, when appropriate, in high-level scientific exchanges and external medical engagements.

4. Scientific Communication & Evidence Dissemination

- Develop a comprehensive scientific communication strategy for the renal portfolio based on the most important scientific questions and evidence milestones.
- Ensure timely, accurate and impactful communication of new clinical evidence through congresses, publications, scientific meetings, advisory boards and other appropriate medical channels.
- Translate complex scientific data into meaningful clinical implications for different stakeholder groups while maintaining scientific rigor and balanced communication.
- Partner with Field Medical to ensure major scientific developments are translated into relevant and consistent scientific engagement with healthcare professionals.

5. Pipeline, Launch Readiness & Lifecycle Management

- Lead Medical contribution to **early asset assessment, indication prioritization, disease-area strategy and launch readiness** for renal pipeline assets.
- Provide medical input into Target Product Profiles, clinical development considerations, evidence requirements and China-specific opportunities where appropriate.
- Anticipate future changes in the renal treatment landscape and assess their implications for current and pipeline assets.
- Ensure medical readiness ahead of key milestones, including regulatory decisions, pivotal data readouts, guideline changes and launches.
- Work cross-functionally to identify barriers across the patient journey, while maintaining the independence and scientific integrity of the Medical function.

6. Cross-functional and Global Collaboration

- Act as a strategic Medical partner to Commercial, Market Access, HEOR, Regulatory, Development and other functions while maintaining appropriate Medical governance and independence.
- Build strong partnerships with Global and International Medical teams to ensure alignment of scientific strategy and maximize China's contribution to global programs.
- Bring China-specific disease characteristics, clinical practice, healthcare system needs and external insights into global strategic discussions.
- Support cross-portfolio opportunities across **cardiovascular, renal and metabolic medicine** where scientifically appropriate.

7. People & Capability Leadership

- Lead, develop and inspire the Renal Medical team, creating a culture of **scientific excellence, strategic thinking, ownership and collaboration**.
- Set clear priorities and expectations, coach team members and support individual career and capability development.
- Strengthen team capabilities in areas such as strategic medical planning, evidence generation, scientific storytelling, insight generation and external engagement.
- Foster close collaboration between office-based Medical and Field Medical teams.
- Build succession and talent pipelines required to support the evolving renal portfolio.

8. Medical Governance, Quality & Compliance

- Ensure Medical activities are conducted with high scientific and ethical standards and in accordance with applicable company policies, local regulations and industry requirements.
- Maintain appropriate scientific independence and ensure balanced, evidence-based medical communication.
- Provide Medical oversight for relevant materials, activities and scientific initiatives.
- Promote a culture in which patient interests, scientific integrity and compliance remain fundamental to decision making.

既往工作经验 Experience

- **医学、药学相关专业背景**；医学博士（MD）、博士（PhD）或其他高级医学/科学学位优先。有肾科临床专业背景优先。
- 具备**制药行业Medical Affairs相关工作经验**，并有一定年限的团队管理或TA leadership经验；有Medical Lead、Medical Head或类似岗位经验者优先。
- 具备**肾脏疾病领域相关经验**，对CKD及重点肾脏疾病具有扎实理解；有IgA肾病、CKD、ADPKD、免疫性肾病或心肾代谢领域经验者优先。
- 有制定和执行**Medical Strategy** / **Medical Plan**的实际经验，能够将疾病领域 unmet needs、临床实践变化、竞争格局及产品生命周期阶段转化为清晰的医学优先事项。
- 具备**上市前及上市后Medical Affairs经验**，包括新产品/新适应症launch preparation、evidence generation、scientific communication、KOL engagement及medical education等。
- 有**证据生成经验**，能够参与或领导RWE、phase IV、数据库研究等项目，并能够从业务和临床需求出发识别有价值的evidence gaps。
- 熟悉**中国医学环境及肾脏领域生态系统**，包括主要学会、指南/共识制定、主要专家网络和中国临床实践特点。
- 有与Global及跨职能团队合作的经验，能够在复杂矩阵组织中推动关键医学项目。

Capabilities & Skills

- **Strategic leadership:** Ability to translate evolving science, unmet medical needs and changes in clinical practice into clear medical strategies and priorities.
- **Scientific excellence:** Strong scientific judgment and ability to critically interpret emerging data and assess their implications for clinical practice.
- **Evidence strategy:** Ability to identify evidence gaps and develop evidence-generation strategies addressing meaningful clinical questions.
- **People leadership:** Demonstrated ability to lead, coach and develop high-performing Medical teams.
- **Stakeholder influence:** Strong ability to influence without authority across Medical, Commercial, Market Access, Development and Global/Regional teams while maintaining Medical independence.
- **External engagement:** Ability to establish trusted scientific partnerships with leading experts and academic organizations.
- **Communication:** Excellent executive-level communication skills in Chinese and English, with the ability to articulate China Medical perspectives and influence senior global stakeholders.
- **Execution:** Strong prioritization, decision-making and execution capabilities in a complex, fast-changing environment.

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)

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Company / Legal Entity
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Research & Development
Job Type
Full time
Employment Type
正式
Shift Work

No

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