

## Associate Sales Manager

Job ID  
REQ-10016094

Jul 18, 2024

Hong Kong Special Administrative Region, China

### Summary

The First Line Sales Manager (FLM) drives sales performance by leading a diverse commercial team and engaging with key stakeholders to drive tailored customer experiences and deliver value. They recruit, develop, retain and coach individuals to successfully deliver on strategic and commercial territory objectives. They instill a culture of high performance and accountability that inspires and motivates the team to execute on customer-centric brand strategy and tactics in a compliant and ethical way. The FLM leads executes and follows up on brand strategy and tactics in their regions, sharing field insights in order to drive customer engagement and performance.

### 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 colleagues 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.

Key performance indicators:

- To be populated at local level, based on the guidance that will follow from IMI Field Engagement Performance Management Council outcomes.

Minimum Requirements:

Work Experience:

- University graduate with life science background.
- At least 1 year ' s people management experience in Pharmaceutical industry
- Hema/Onco experience is preferable
- Strong Ownership, Ability to effectively collaborate and influence with X-functions, good leadership

Skills:

- Analytical Skill.
- Change Management.
- Coaching.
- Collaboration.
- Commercial Excellence.
- Complexity Management.
- Compliance.
- Ethics.
- Healthcare Sector.
- Leadership.
- Management.
- Mentorship.
- Problem Solving Skills.
- Professional Communication.
- Team Work.

Languages :

- English.

Why Novartis: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

为什么选择诺华：

我们的使命是创想医药未来，改善人们生活质量，延长人类寿命。我们的愿景是成为全球最具价值和最值得信赖的医药健康企业。我们如何实现这一目标？和我们的员工一起！正是我们的员工每天推动着我们不断进取，达成愿景。加入我们，成为诺华的一员！点击此处了解更多：

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You'll Receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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您将得到：

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也可以使用更多针对具体国家与职能的信息)

Commitment to Diversity and Inclusion / EEO:

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

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。

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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诺华承诺与残障人士共事并为他们提供合理的便利设施。如果您由于健康状况或残障，在招聘过程的任何环节需要合理便利设施，或者为了履行职位的基本职能，请发送电子邮件至 [diversityandincl.china@novartis.com](mailto:diversityandincl.china@novartis.com) 告知您的需求和联系方式，并在邮件中附上您的职位申请编号。

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>. You can follow us via Novartis Group Recruitment WeChat Official Account and Novartis Group WeChat Video Account.

#### 加入我们的诺华网络：

如果该职位不适合您的经验或职业目标，但您希望保持联系以了解更多有关诺华和我们的职业机会信息，请在此处加入诺华网络：<https://talentnetwork.novartis.com/network>。您也可以关注诺华集团招聘微信公众号及诺华集团招聘微信视频号。

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>

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Division  
International

Business Unit  
Innovative Medicines

Location

Hong Kong Special Administrative Region, China

Site

Hong Kong

Company / Legal Entity

HK02 (FCRS = HK002) Novartis Pharma

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales Manager)

Shift Work

No

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