

Regional Sales Manager

Job ID
REQ-10041589

6月 09, 2025

Taiwan

摘要

Align organization objectives to develop responsible area business plans, strategies/ tactics and be able to prioritize, maximize resources strategically. Be accountable to build and lead a high-performing team driving excellent execution, early identification of market insights in order to achieve performance as well as to deliver better patient outcome. Establish good relationship with customers and well-collaborate/liaise with internal stakeholders efficiently.

About the Role

Major accountabilities:

People Management

- Build high-performance team and provide coaching to the team to drive sustainable business growth and people development.

Strategy Development

- Obtain in-depth business acumen of responsible territory and customer insights to identify and prioritize business opportunities in early stage as well as to support brand strategy development
- Strategize sales target, well-established micro segmentation and optimize resources to maximize sales achievement and profitability.
- Customized territory-based omnichannel orchestration on customer experience according to the competitive context through the right channel within the right time

Execution Excellence

- Work efficiently and collaboratively with cross-function teams to ensure deliver aligned shared goals
- Drive execution and monitor implementation progress to ensure accurate delivery in time with quality

Integrity and Compliance

- Ensure team to work within Integrity & Compliance with all company policies.
- Ensure and lead teamwork in a diverse, inclusive environment

Key performance indicators:

- Sales achievement (team performance)
- Market share
- Team turn-over rate
- Team quality KPI achievement
- A&P utilization

Minimum Requirements:

Work Experience:

- Bachelor degree or above, major in life science, medical, pharmacy related subjects preferred.
- At least 5-year experience in pharma industry with people management; With oncology experience is a plus.
- Project-led or cross-functions experience and multichannel sales experience is preferred.
- Cross-team project experience with positive feedback and influencing (referring to V&B role model: collaboration, influence on team performance).
- Be accountable, achievement-motivated, and resilient to take challenges, agile to changes or unknown

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.
- Chinese.

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部门

International

Business Unit
Innovative Medicines

地点
Taiwan

站点
Taipei

Company / Legal Entity
TW03 (FCRS = TW003) Novartis (Taiwan) Co. Ltd

Functional Area
Sales

Job Type
Full time

Employment Type
Regular (Sales Manager)

Shift Work
No

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