Country Medical Affairs Head

Job ID
REQ-10052601

5月 19, 2025

Saudi Arabia

摘要

The Country Medical Affairs Head is the lead country medical representative, responsible for adopting and executing the near- and long-term medical strategy coming from Global /IM, forging bold strategic partnership with the healthcare communities and governmental entities.

- Manage and develop the overall performance of the medical unit in country
- Drive best-in-class launch preparedness and launch execution (incl. ensuring that precision medicine availability at launch and overcoming local data gaps also for HTA Sub-mission - when applicable)

About the Role

Job Dimensions

Number of Employee: Depending on country size

Decision making: Personnel decisions for direct reporting teams

Oversight of Medical Tactical plan in the country

Key External/Internal stakeholders/interfaces to manage: External:

- Local KOLs, key customers and investigators
- Local Medical institutions, guideline commissions, etc.
- Regional / cluster medical heads
- Regional TA and Value & Access to co-create tactics for strategy execution
- Regional/Local BE&E to define key metrics and analytics for medical functions
- Global/international TA and counterparts (capability pools)
- Cross country communities to share best practice

Impact on the organization: High impact

Member of country leadership team and member of community of medical leaders across countries and regions.

Major Accountabilities

- Raises country medical and clinical interests into global and regional strategy and planning prelaunch starting at DDP, through providing timely and strategic feedback to GPTs. This shapes the development program earlier and ensures IDPs include integrated, diverse data available at launch to support own local reimbursement and clinical implementation.
- In line with the evolving healthcare ecosystem, proactively and strategically builds and strengthens partnerships beyond the traditional Healthcare professionals and organizations. Identifies opportunities for joint value creation deploying new engagement models of broader reach.
- Engages with key patient associations, academic societies, patients, payers and reimbursement bodies as well as the relevant healthcare systems, to harness opportunities and share ownership in transforming the clinical practice with optimal access and better outcomes for real world patients.
- Encourages earlier (starting at DDP) initiation of innovative integrated evidence generation strategies, novel research activities, and local collaborative and impactful partnership engagements. Supports utility of RWE innovative study designs and exploratory trials (where applicable) across TAs to accelerate patient access; oversight of Managed Access Programs (MAPs), IITs etc.
- In close collaboration with Global Drug Development (GDD), cultivates strategic and effective co-creation and collaboration plans, for allocation and execution of clinical trials within the country, as necessary Local portfolio prioritization to shape GDD trial strategies and resource allocation. (only applicable for key markets).
- Ensures P3 approval for events/ materials used by TMO and collaboration to upgrade capability of investigators, Ethics Committees etc. CMO is country manager for CRMA

- Oversees that all local studies are developed and timely executed based on country evidence gaps. Accountable to ensure adherence to all governance, compliance, quality, and safety measures in accordance with local standards in implementation. Ensures effective communication plans in place for external stakeholder education and advocacy.
- Ensures implementation science plans in place early and holistically to systematically shape health policy and practice guidelines converging clinical innovations and treatments into better standards of care via better disease management. Depth of insight and understanding of local Healthcare ecosystem and contextual system challenges to ensure early reimbursement and patient adherence.
- Encourages utility of more innovative digital technologies for more meaningful and impactful engagements and data generation and utilization.
- Builds and facilitates close cross-functional equal partner collaboration with key internal stakeholders, co-creating and leading where necessary. Function as the key medical interface to Country President, Value & Access, TA Heads and BE&E Heads or similar position, GDD representatives, Public Affairs, and compliance teams as well as related regional teams. In partnership with country Regulatory Affairs, develops and manages long-term relationships with local Regulatory agencies and relevant medical societies.
- Maintains and drives the standards of medical and scientific excellence in the country through recruitment selection, deployment and capability upskilling of agile innovative and collaborative talent together with P&O, in accordance with Novartis Leadership Standards.
- Role models ethical standards and contribute proactively to a credible image for Novartis in the country. Represent Novartis at key external governmental, scientific, clinical, and medical events to educate, advocate and support innovation and evidence-based research.
- Owns and optimizes medical resources and allocation: Advocates early resourcing (where and when appropriate), while ensuring cost adherence in spend of Medical Affairs trials, activities, and resourcing. Ability to articulate and defend priorities and needs of medical with strong influencing skills. Recruits, hires and develops talent while maximizing potential for leadership.
- Accountable that Target Patient Population Outcomes (TPOs) are updated and relevant, and that they are being tracked, resourced, and impacted at CPO level with appropriate regional and global support for all franchises.
- Drive the spirit of “ONE Team” across all functions (TA first) by supporting a team.
- Approach to focus on our patients, payers and customers as our top priorities.

Key Performance Indicators

- Recruitment, development, and retention of Medical Top Talents in the country as measured by effective OTR process and Employee Engagement Survey
- Execution of Medical Affairs strategy as per agreed KPIs
- Adherence to legal and regulatory compliance criteria as per relevant legislation and Novartis Policies; Code of Conduct as per policy.
- Optimal alignment of execution with GDD and commercialization/Patient access needs of the CPO.
- Continuous operational improvements to enhance quality and efficiency in all areas of responsibility.
- Implementation of Medical capability building and innovative medical initiatives

Ideal Background

Education:

- MD, PhD or Pharm D - Medical Doctor (MD) preferred.

Languages:

- Fluency in English. Local language: preferable (requirement based on country needs)

Experience/Professional Requirement:

- 10+ years of relevant experience working with high-performing regional and local medical and access teams in healthcare/life sciences industry.
- Successful track record as a Country Head of Medical Affairs is preferred.
- Relevant experience acquired at pharmaceutical companies, HTA, physician associations or health care consultancy companies or equivalent experience.
- Working knowledge of pharmaceutical market and health-care systems.
- Proven ability to network with all levels of external stakeholders and work in matrix environment distilling and prioritizing market needs and deliverables.
- Strong leadership and influencing skills in a matrix; articulate vision for MA in the Country; build externally focused culture.
- Excellent writing, communication, and interpersonal skills.
- Strong solution-orientation and business acumen.
- Operate with mutual respect and integrity, embrace diversity, collaboration and candor diversity, collaboration, and candor.
- Deep understanding of drug development and approval processes, including experience designing and/or executing clinical studies.
- Thought leader in all medical core and game changing competencies.
- Scientific/medical research experience with demonstrated record of scientific/medical publication desirable.
- Excellent understanding of local, regional, and country regulatory standards and processes, as well as relevant (country-specific) ethical and legal guidelines. International/global experience desirable
- Significant experience of risk management.

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部门
International

Business Unit
Innovative Medicines

地点
Saudi Arabia

站点
Riyadh

Company / Legal Entity
SA01 (FCRS = SA001) Novartis Saudi Arabia Ltd

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

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