

## Regional Sales Manager

Job ID  
REQ-10061215

9月 01, 2025

Taiwan

### 摘要

The Regional Sales Manager (RSM) is accountable and 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 RSM 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:

- Plan, adapt and communicate effective strategy for execution based on deep local

knowledge, augmenting experience and instinct with data and insights

- Translate the national customer engagement strategy and objectives into territory implementation plans to achieve agreed targets
- Ensure and improve targeting accuracy
- Ensure local plans are executed according to strategy and follow up to determine targets are achieved
- Advocate critical processes necessary to support customer excellence and drive team engagement and adoption
- Leverage available data to drive business performance and aid decision-making in complex and high-pressure situations, considering risks and impact
- Assigned territory: Central (main) and North (limited)

Key performance indicators:

- achieve sales target assigned
- achieve growth rate, market share
- achieve team quality KPIs
- Launch success
- fully compliance

Minimum Requirements:

Work Experience:

- At least 3 years+ sales/ front-line customer engagement experience in Pharma industry
- Able to understand changing dynamics of Pharmaceutical industry and agile to changes
- Able to manage complexity and strong competitive market
- Market Knowledge and Network is desirable.
- Strong in stakeholder partnership and anticipate market needs/ opportunities/ challenges
- Launch experience is a must
- People management experience is desirable; or proven record in leadership (indirect-leading with impact)

Skills:

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

Languages :

- English fundamental; Mandarin Fluency

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部门

International

Business Unit

Innovative Medicines

地点

Taiwan

站点

Tai Chung

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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