

Oncology Area Business Leader - San Francisco

Job ID
REQ-10062367

9月 22, 2025

USA

摘要

#LI-Remote

This is a field-based and remote opportunity supporting a sales team in an assigned geography. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you.

Company will not sponsor visas for this position.

The Oncology Area Business Leader is responsible for leading and developing a group of Oncology Sales Specialists dedicated to meeting and exceeding sales objectives and to enabling Novartis to reimagine cancer. As one of the largest pharmaceutical companies in the world and a pioneer in oncology, we are committed to peak performance, improving the quality of life, and embracing and demonstrating diverse backgrounds, cultures, and talents to achieve competitive advantage.

About the Role

Key Responsibilities:

- Recruit, develop, retain, mentor, and lead a diverse team of individuals to successfully deliver on strategic sales objectives and establish a cadence of accountability for the team, communicating, and supervising KPIs and engaging all levels of performance on the team.
- Models the way for all associates by encouraging a shared vision, communicating clear expectations, promoting an environment of accountability, enabling others to act, and optimizing or advancing processes by challenging the status quo.
- Lead and mentor to ensure Oncology Sales Specialists are effective orchestrators of the total account call by coordinating the deployment resources to efficiently plan, communicate, and follow through to ensure customer needs are met with vitality.
- Develop, implement, and cultivate a customer-centric business plan in collaboration with both customer engagement and cross-functional partners to optimize customer experience and product demand.
- Serve as a member of the Regional Leadership team that is proactively supplying to the development of overall region goals, business execution, team development and culture.
- Embed a hard-working, customer-centric culture where teams are engaged business owners that take effective results-oriented action. The Area Business Leader champions an environment where team members are encouraged to speak up, solve problems, collaborate, experiment, and fail forward.
- Possess in-depth knowledge in the areas of clinical, access and reimbursement, eye for business, territory management, and appropriate use of omni-channel marketing tools to effectively develop and mentor members of the team during regular field contacts and one-on-one mentor sessions.
- Leverage analytics platforms to advise decisions and identify areas of risk and opportunity to ensure the Oncology Sales Specialists are deploying resources like strategic face-to-face meetings, omni-channel resources, total office calls and cross-functional partners.

Essential Requirements:

- Bachelor's degree.
- 3+ year 's sales leadership experience in oncology or specialty pharmaceutical/biotech or other consumer product in a highly regulated environment. Internal Sales Associates are eligible, if successfully completed Novartis Emerging Leaders Development Program (ELDP), or 2+ years of pharmaceutical/biotech sales management experience within the last two years prior to joining the company.
- Must have a demonstrated record of success in ability to lead and inspire a sales team towards meeting and exceeding objectives, to communicate and implement tactical product strategies with a sophisticated audience, and to think strategically (i.e., "outside the box" and look at the "big picture"), while providing creative and innovative solutions to market problems.
- Demonstrated leadership experience in sophisticated selling environments (physician, managed markets and/or limited physical access accounts), with shown success (e.g., sales awards, top third ranking, successful performance ratings, etc.) selling biopharmaceutical products to customers in the specialty & institutional setting.
- Candidate must reside within territory, or within a reasonable daily commuting distance of 100 miles from the territory border. Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. Must have a valid driver 's license.

Desirable Requirements:

- Experience & success leading sales teams in promotion to large practices, hospitals, IDN 's & SoC customers, with an understanding of reimbursement.

Leveling Guidelines: The position will be filled at level commensurate with experience.

Oncology Area Business Leader I:

- 3+ year ' s sales leadership experience in oncology or specialty pharmaceutical/biotech or other consumer product in a highly regulated environment. Internal Sales Associates are eligible, if successfully completed Novartis Emerging Leaders Development Program (ELDP), or 2+ years of pharmaceutical/biotech sales management experience within the last two years prior to joining the company.

Oncology Area Business Leader II:

- 5+ year ' s sales leadership experience in pharmaceutical/biotech or other consumer products in a highly regulated environment.

Senior Oncology Area Business Leader:

- 8+ year ' s sales leadership experience in pharmaceutical/biotech or other consumer products in a highly regulated environment.

Driving is an Essential Function of this Role: Meaning it is fundamental to the purpose of this job and cannot be eliminated. Because driving is an essential function of the role, you must have a fully valid and unrestricted driver ' s license to be qualified for this role. The company provides reasonable accommodations for otherwise qualified individuals with medical restrictions if an accommodation can be provided without eliminating the essential function of driving.

COVID-19 Vaccine Policy (customer-facing roles only): While Novartis does not require vaccination for COVID-19 or proof of a recent negative test result for COVID-19 at this time, employees working in customer-facing roles must adhere to and comply with customers ' (such as hospitals, physician offices, etc.) credentialing guidelines, which may require vaccination. As required by applicable law, Novartis will consider requests for reasonable accommodation for those unable to be vaccinated. This requirement is subject to applicable state and local laws and may not be applicable to employees working in certain jurisdictions. Please send accommodation requests to Eh.occupationalhealth@novartis.com.

For Field Roles with a Dedicated Training Period: The individual hired for this role will be required to successfully complete certain initial training, including home study, eight (8) or fewer hours per day and forty (40) or fewer hours per week.

Novartis Compensation Summary:

The salary for this position is expected to range between:

- Oncology Area Business Leader I: \$152,600 and \$283,400 per year
- Oncology Area Business Leader II: \$152,600 and \$283,400 per year
- Senior Oncology Area Business Leader: \$168,000 and \$312,000 per year

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color,

religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门
US

Business Unit
Universal Hierarchy Node

地点
USA

状态
Field, US

站点
Field Sales (USA)

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1
Fresno (California), California, USA

Alternative Location 2
Sacramento (California), California, USA

Alternative Location 3
San Francisco (California), California, USA

Functional Area
Sales

Job Type
Full time

Employment Type
Regular (Sales)

Shift Work
No

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