

Field Medical Excellence Lead

Job ID
REQ-10062388

10月 16, 2025

South Korea

摘要

· Build Field Medical capability and execution across TAs by standardizing processes, elevating coaching and metrics discipline (IM BEST & iSEC), ensuring compliant scientific engagement, and enabling launch readiness and sustained impact through MSL/FML development and system enablers (OnCore/IM BEST).

LI # Hybrid

About the Role

Key Responsibilities

· Field Medical strategy & operating model: Translate global Field Medical strategy into a Korea operating plan; maintain a single playbook (MEEP/iSEA, insights cadence, KPI governance) while preserving TA integration. Partner with TA Heads and FMLs to operationalize a TA-anchored model with one FME lead standardizing coaching/KPIs across TAs.

- Standards, processes & tools: Own Field Medical process standards (pre-call planning, MEEP, iSEA/SEM, post-visit analysis, insights capture) and ensure adoption via OnCore; drive data quality expectations (logging protocols, quarterly iSEC surveys). Implement the IM BEST KPI framework as the single source of truth for performance and business reviews.
- Stakeholder management: Collaborate with the TA (Therapeutic Area) team to foster a high-performance culture based on trust, enabling motivation and capability development for field medical team members.
- Coaching & capability building: Coach FMLs/MSLs with structured field coaching rubrics anchored in iSEA/SEM; design and deliver role-based curricula leveraging OneMSL/STELLAR and Medical Executional Excellence trainings.
- Insights & medical impact: Lead the quarterly insights process (KITs/KIQs, aggregation, implications, actions, cross-functional share-outs) and ensure iSEC trends inform engagement strategy and scientific narrative pull-through. Ensure launch readiness inputs (ME mapping, resourcing, pre-/post-launch KPIs) are embedded into TA plans.
- KPI governance & performance management: Set targets consistent with Korea/APMA dashboards (e.g., ≥ 15 Days in Field, ≥ 2 Interactions per DIF, $\geq 80\%$ Core ME coverage), run monthly/quarterly reviews, and drive corrective actions. Publish standardized FME reports using IM BEST and CEE/Power BI.
- Compliance, governance & quality: Ensure AE/TC reporting and medical governance requirements in every field engagement and training (local SOPs). Uphold local GxP SOPs and enforce logging/data integrity standards.
- Technology & enablement: Champion field-technology optimization (OnCore CRM hygiene, IM BEST adoption) and new assets (e.g., digital visualization modules) to scale engagement quality.

Essential requirements:

- Possesses over 5 years of experience in the pharmaceutical industry, with robust medical and scientific knowledge, regardless of specific job function.
- Demonstrated ability to translate global strategies into effective local strategies and actionable execution plans, grounded in a strong understanding of global business objectives.
- Proven experience as a people manager or individual contributor, with a track record of: Leading teams or projects to successful outcomes, Coaching and motivating team members to achieve progress, Delivering measurable results.
- Exhibits a strong spirit of challenge and learning agility, especially when taking on new or unfamiliar tasks.
- Fluency in Korean and English; strong stakeholder influence and matrix leadership.

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部门
International

Business Unit
General Management

地点
South Korea

站点
Seoul

Company / Legal Entity
KR01 (FCRS = KR001) Novartis Korea Limited

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

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