Head of Trade

Job ID
REQ-10068209

1   05, 2026

Poland

#LI - Hybrid
Location: Poland
Relocation Support: Novartis is unable to offer relocation support please only apply if accessible.

Role Purpose

The Head of Trade will lead the strategic and operational management of trade activities across Poland, with a strong mandate to maximize value for the organization. This includes optimizing tender management, pricing strategies, and uncovering new commercial opportunities across hospital, wholesale, and pharmacy channels. The role is pivotal in maximizing the value of our portfolio, and customer satisfaction, while ensuring alignment with legal and compliance standards.

About the Role

Key Responsibilities

- Develop and execute a national trade strategy to drive measurable financial results.
- Identify and pursue new commercial opportunities across all trade channels.
- Lead initiatives to improve tender outcomes and optimize pricing strategies.
- Act as a strategic business partner to Value & Access and Therapeutic Area Heads.
- Inspire and develop the Distribution Manager and Customer Service teams.
- Ensure seamless coordination between hospital, wholesale, and pharmacy operations.
- Oversee distribution agreements, hospital settlements, and pharmacy service levels.
- Ensure timely and accurate execution of commercial offers and price changes.
- Monitor and optimize logistics, inventory, and credit note processes.
- Maintain strong relationships with internal teams and external partners to ensure compliance and governance.

Essential Requirements

- Proven experience in trade, distribution, or commercial operations in pharmaceuticals or healthcare.
- Demonstrated success in tender management and pricing strategy.
- Deep understanding of hospital and pharmacy channels in Poland.
- Strong leadership with a record of developing high performing teams.
- Excellent stakeholder management and relationship building abilities.
- Advanced analytical and problem solving skills.
- Fluency in Polish and English.
- Strong governance mindset with ability to ensure regulatory and reimbursement compliance.
- Experience with SAP, Docusign, and commercial settlement processes is a plus.

What We Offer

- Strategic leadership role reporting into Novartis Poland Country CFO with direct impact on market operations and financial outcomes.
- Opportunity to shape trade excellence and unlock new growth opportunities.
- Competitive compensation and benefits aligned with Novartis standards.

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role:

· Poland: PLN 317,500 – 589,700

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining

Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering: https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion /EEO paragraph:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. Read our handbook (PDF 30 MB)

Primary location salary range
zł 317,500.00 - zł 589,700.00

Finance

Business Unit
Finance

Poland

Warsaw

Company / Legal Entity
PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area
Commercial & General Management

Job Type
Full time

Employment Type
Temporary (Fixed Term)

Shift Work
No

function adjustKalturaPlayer() { var deviceWidth = window.innerWidth || document.documentElement.clientWidth || document.body.clientWidth; var mediaElement = document.getElementById("kalturaplayer69872c25632f7608400493"); var mediaContainer = mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px"; var originalWidthValue = parseFloat(originalWidth); var originalHeightValue = parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var finalWidth = parseFloat(parentStyles.width); if (finalWidth var config = { targetId: "kalturaplayer69872c25632f7608400493", provider: { widgetId: "1Om7rm1pm", partnerId:

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enable transcript. expandMode: "over", //Default: alongside;(' alongside', ' hidden' , 'over' )
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
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config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
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false, playlistEvents: false, castEvents: false } };
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try { var kalturaPlayer = KalturaPlayer.setup(config); //Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } //Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); setTimeout(() => {
setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {
players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {
players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause ===
'function') { otherPlayer.pause(); } }); }); }); } } catch (e) { console.error(e.message) }
```

VIDEO

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representative of the patients and communities we serve.

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