# NOVARTIS

# Head of New Product, International China

Job ID
REQ-10071116

3    03, 2026

China

Delivering effective portfolio and pre-launch product strategies aligned with global and local directions, driving collaboration between commercial and development teams, and leading cross-functional efforts to ensure market-fit pre-launch planning and execution excellence.

## About the Role

Key Responsibilities

- Deliver tangible, effective portfolio and pre-launch product strategies aligned to both global and local directions
- Drive strong collaboration on pipeline and pre-launch planning between commercial and development organizations to deliver China-relevant portfolio and fit for market pre-launch planning
- Collaborate with International Commercial and Launch Strategy, China Development, Global

development and other International China critical functions to drive pre-launch activities.

- In line with One NVS launch framework to drive consistent launch execution across International China.
- Form and lead a cross-functional 'swat-team' to build local portfolio and pre-launch mechanism, governance strategy, and ensure execution excellence
- Build International China launch excellence organizational capability.
- Early and proactively involve access in new launch preparation, ensuring optimal access strategy/pathway in place.
- Co-develop pre-launch commercialization strategies through working closely with TAs

## Leadership Expectation & Traits

- **Navigating Complexity** : Focuses on larger, longer-term issues, and creates plans and strategies to shape Assets. Challenges the way things are done. Aligns & drives people and organizations around change. Comfortable in navigating the matrix and people related organizational dynamics
- **Delivering Impact** : Establish credibility & influence across diverse stakeholders and able to navigate in an environment of shared outcomes and cross-business accountabilities. Demonstrates enterprise leadership, balance diverse stakeholders & competing/conflicting priorities to drive results
- **Leading People** : Creates empowered leaders to execute efficiently, through the layers of organization and across geographies. Creates systematic development across the organization to build teams with diverse perspectives and capabilities to deliver business plans.
- **Externally focused:** Prioritize understanding and responding to external factors including customer needs, competitor strategies and broader systemic trends.
- **Resilient:** Effectively adapting to change, recovering quickly & learning from challenges & set-backs; thriving under pressure by maintaining focus, flexibility, and a positive outlook.
- **Ambitious:** Being bold, driven, and results-oriented, marked by a strong desire to achieve impactful goals and exceed expectations
- **Curious:** Embracing challenges, valuing feedback, and continuously seeking opportunities to expand understanding and improve, rooted in learning and growth mindsets

## Critical Experiences & Knowledge

- Education: Bachelor's degree in Science, Business Management, or a related field. An advanced degree and scientific background are highly preferred.
- Experience: Minimum of 15+ years of experience in pharmaceutical industry, in a strategic, clinical, or investment role. A combination of Strategic Planning, New Product Planning, Pharma Marketing, Clinical development or pharma early-stage investment experience preferred
- Skills:
    - Exceptional communication skills in English and Chinese
    - In-depth knowledge of China healthcare system, access pathways, and KOLs.

- Expertise in selected key NVS focused TA highly preferred
  - In-depth knowledge of pharma commercialization and development
  - Experienced in working with networked teams to develop cross functional winning strategies locally and globally
  - Proven ability to work collaboratively with senior executives and cross-functional
  - Experience with developing talents and building launch excellence capabilities within organization

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)

International

Business Unit
General Management

China

Shanghai (Shanghai)

Company /Legal Entity
CNO6 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area

BD&L & Strategic Planning

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
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"1Qm7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: {},
sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(KalturaPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", //
Default bottom;('left', 'right', 'top', 'bottom') to enable transcript expandMode: "over", //Default
alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
false, printDisabled: false, disable: true }; } if (KalturaPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible:
false }; } if (KalturaPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; }
if (KalturaPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(KalturaPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(KalturaPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents =
[]; if (KalturaPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } }; }
```

```
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"}); } catch (e) { console.error(e.message) }

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

## Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.china@novartis.com](mailto:diversityandincl.china@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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