

Area Manager

Job ID
REQ-10077041

5月 04, 2026

Slovakia

摘要

#LI-Hybrid
Location: Bratislava, Slovakia

Relocation Support: This role is based in Bratislava, Slovakia. Novartis is unable to offer relocation support: please only apply if accessible.

The Area Manager is accountable for leading, coaching, and developing a high-performing field sales team to deliver patient impact and achieve agreed commercial objectives within a defined geography. The role translates brand and therapeutic area strategy into area execution, drives performance through coaching and disciplined execution, and ensures high-quality customer engagement in line with Novartis values, behaviors, and compliance standards.

About the Role

Key Responsibilities:

- Deliver sales objectives, market share, and profitability across the area by using data, analytics, and market insights to prioritize actions, manage risks, and support forecasting.
- Lead, coach, and develop a high-performing team of Sales Representatives, fostering accountability, continuous development, and a performance-driven culture.
- Execute structured field coaching and joint customer visits aligned with International Commercialization Excellence standards and ensure accurate documentation of coaching activities.
- Drive adoption of new commercialization models, tools, and ways of working, ensuring consistent execution of omnichannel and customer-centric engagement strategies.
- Review field effectiveness assessments and collaborate with execution excellence teams to implement targeted capability development plans.
- Build strong relationships with key customers and stakeholders, enabling effective cross-functional collaboration to maximize business and patient impact.
- Provide insights on territory and market dynamics, consolidating team input into actionable recommendations for brand and cross-functional teams.
- Ensure compliance with Novartis policies, ethical standards, and financial governance while responsibly managing area budgets and resources.
- Identify, develop, and prepare future talent and successors within the sales organization.

Requirements:

- University degree in life sciences, medical, business, or a related field; minimum 5 years of experience in pharmaceutical or healthcare sales; proficiency in English and local language.
- Proven first-line people management experience with strong coaching and talent development capabilities.
- Demonstrated track record of achieving sales targets and managing competitive brands and/or product launches.
- Strong analytical and strategic mindset with the ability to interpret data, KPIs, and market insights.
- Experience in omnichannel customer engagement and effective use of digital and AI-enabled sales tools.
- Ability to lead through ambiguity and drive change in dynamic environments.
- Strong communication, collaboration, and stakeholder management skills.
- High standards of integrity, ethical behavior, and strong compliance awareness.

Benefits & Rewards

- We offer minimum of 37.440 EUR EUR annually along with annual bonus.
- Monthly pension contribution matching your contribution up to 3% of your gross monthly base salary
- Risk Life Insurance (full cost covered by Novartis)
- 1 week holiday above the Labour Law requirement
- 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report
- Cafeteria employee benefit program - choice of benefits from Benefit Plus SK for 500 EUR per year

- Meal vouchers of 7 EUR each working day (full tax covered by the company)
- MultiSport Card contribution

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.

<https://talentnetwork.novartis.com/network>

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 \(PDF 30 MB\)](#)

部门

International

Business Unit

General Management

地点

Slovakia

站点

Bratislava

Company / Legal Entity

SKA2 (FCRS = SK002) Novartis s.r.o

Functional Area
Sales

Job Type
Full time

Employment Type
Regular (Sales Manager)

Shift Work
No

```
var config = { targetId: "kalturaplayer69fa2be7ba5f9365728422", provider: { widgetId:
"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: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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