

## Head of Therapeutic Areas (Oncology, Hematology, Immunology, CRM, NS)

Job ID  
REQ-10077939

5月 12, 2026

Morocco

### 摘要

Plays a pivotal role in supporting the development and execution of the end-to-end brand strategy across Key markets. As part of the commercial team this role will closely work with the stakeholders of key markets and Regions, driving the successful launch and growth, supporting the launch and other upcoming indications.

The incumbent will collaborate closely with Medical Affairs, Value & Access, and Customer & Market Activation teams to drive consistent strategy development and execution. Lead and develop a high-performing sales and marketing team and build effective and enduring business relationships with key customers/ stakeholders.

As a TA head leads, manages and develops the overall performance of the TAs current and future product portfolio and delivers sales and profits within agreed budgets.

Typically leads a small revenue country organization, covering both sales and marketing activities, with responsibility to drive performance and develop operational strategy of one or more product portfolio.

## About the Role

### Job Purpose

Regional Head of Therapeutic Areas leads and manages the overall performance and revenue/profitability of all Therapy Areas (Oncology, Hematology, Immunology, CRM, NS) in the MTA region (Morocco, Tunisia and Algeria) and pipeline product portfolio, ensuring strategic alignment and operational delivery.

Acts as a key architect of the MTA mid- to long-term portfolio and growth strategy, shaping therapy area priorities, resource allocation, and future go-to-market models in close partnership with the Country President and Regional leadership. Plays a critical role in scenario planning, portfolio trade-offs, and external positioning of Novartis across the region.

This role owns go-to market model, leads brand strategy, field force planning & in-field performance and execution of pre-launch and launch plans across all line functions (Access, Commercial/Medical). Through cross functional coordination and KPI-driven oversight, the TA Head maximizes the brand impact and commercial outcomes

As part of Country Leadership team, he/she is responsible for developing a high-performing sales & marketing teams and building sustainable & enduring business partnership /relationships with key customers/ stakeholders.

### Major Accountabilities

#### Performance and Launch Excellence

- Full accountability for a multi-therapy portfolio with significant revenue scale and pipeline value, including launch and pre-launch assets with long-term growth impact.
- Deliver TA performance across sales, market share, and profitability, own TA P&L, budget management, and adherence to Ethics, Risk & Compliance.
- Accelerate growth through disciplined lifecycle management: set growth plans for in-market brands and successfully launch line extensions and new products.

- Lead end-to-end launch planning and execution, ensuring clear roles, milestones, and seamless cross-functional and, where applicable, cross-divisional collaboration.
- Continuously enhance sales force effectiveness and ROI by refining segmentation, targeting, coverage, and capabilities; evolve commercial strategies to stay ahead of market and policy shifts.
- Successful implementation of ICE across strategic assets as per agreed launch timelines

#### Brand Strategy Localization and Planning

- Translate global Brand/Product strategy into robust localized Brand Plans; synthesize market research and analytics to pinpoint short- and long-term opportunities.
- Represents MTA Therapy Areas in Regional and Global forums (portfolio, launch, and investment discussions)
- Influences global brand strategy, prioritization, and resource allocation through formal governance bodies
- Define customer, content, and brand tactics with clear resource allocation and operational alignment; ensure integrated execution across functions.
- Manage brand financials and forecasting with rigor, including demand inputs to Supply Chain; run business reviews and performance cycles to drive course-corrective actions.

#### Strong partnership/stakeholder management

- Drive or support the implementation of new commercial models in close collaboration with cross functional teams to ensure triple win go-to-market strategies for the TA at the local level
- Develop and strengthen strategic relationships with customers (e.g. physicians, key accounts, specialty pharmacies, KOLs and payors) to support medical and commercial activities in alignment with compliance guidelines

#### Marketing and Omnichannel Execution

- Orchestrate cross-functional execution of brand plans, including digital programs, national HCP events, and patient activation, leveraging EE support for logistics and compliance.
- Co-design engagement tactics with Sales to ensure regulatory alignment, field readiness, and measurable impact across the customer and patient journeys.
- Track performance through KPIs and dashboards, provide strategic input to ongoing market

research, and optimize content and channels based on insights.

## Sales Planning and Field Operations

- Shape sales contributions to brand strategy; design and size the field force consistent with TA priorities, customer footprint, and commercial model.
- Prioritize and deploy sales tactics, allocate resources dynamically, and adjust targeting and investments in response to market changes.
- Oversee in-field execution and KPI performance (e.g., interaction quality, coverage, ICE), make trade-off decisions (share of voice vs. frequency), and engage directly with key customer groups; coordinate local promotional events.

## Leadership & Culture

- Owns the Therapy Area organizational blueprint and capability roadmap for MTA
- Lead and coordinate cross-functional teams to execute strategic priorities.
- Build a high-performance culture, manage recruiting, performance, and coaching; develop critical capabilities and talent pipelines.
- Attract, develop, and retain top talent; strengthen succession plans and capabilities across the country organization.
- Role-model Novartis Leadership Expectations & Behaviors, inspire transformation and performance, and demonstrate self-awareness with a growth mindset.
- Accountable for succession planning for critical roles and future enterprise leaders
- Sponsors senior talent development and cross-functional mobility at country and regional levels

## Ideal Background

### Education:

- University degree in bioscience or business
- Advanced degree in bioscience, medicine, business, and/or management

### Languages:

- English
- French

Experience/Professional Requirement:

- Proven track-record of P&L and commercial management responsibility
- Extensive (>12) years ' experience in leadership positions within the pharmaceutical or life science industry
- Proven sales and marketing management skills, preferably in multiple therapy areas
- Launch excellence: leading country-level product launches and line extensions, localizing global strategy into brand plans with clear milestones and cross-functional orchestration.
- Deep regulatory, market access, and policy fluency; anticipating shifts to adapt commercial models and pricing/reimbursement strategies
- Customer and stakeholder management: building strategic relationships with KOLs, key accounts, payors, specialty pharmacies, and industry associations; negotiating value-adding partnerships.
- Data-driven performance management: integrating research and analytics, running rigorous business reviews, and executing timely course corrections and resource reallocation.
- Good understanding of digital trends & solutions, technology platform and products
- Leading Transformation: Experiences in leading business and/or organizational transformation processes
- Matrix leadership and talent development: building high-performance, diverse teams; coaching, succession planning, and influencing across complex cross-functional and regional interfaces
- Strong results orientation, and willingness to have extensive involvement in day-to-day operations
- Business partnership, multi-stakeholder collaboration and influencing across matrix

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

Morocco

站点

Casablanca

Company / Legal Entity

MA03 (FCRS = MA003) Novartis Pharma Maroc SA

Functional Area

Commercial & General Management

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
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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"]) {
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config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
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(KalturaPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
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[]; if (KalturaPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = { };
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config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } }; }
```

```
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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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