

Area Director

Job ID
REQ-10080011

6月 25, 2026

China

摘要

-Responsible for leading the sales function or experienced managers with direct accountability for sales targets for the organization. Manages day to day operational aspects of the sales function across a large country and lead the sales team. Responsible for delivery of sales targets and market share for the business area or responsible for sales for a defined product(s) in a region.

About the Role

Major accountabilities:

- Designs and implements with the team, strategies and business plan to achieve sales target of the defined sales organization / product.
- Defines and enables implementation of innovative strategies on digital selling, remote selling, or other innovative selling methods.
- Lead the sales team effectively by participating in selection, training and development,

retention and talent management of the sales team.

- Conduct regular trainings to ensure development of the sales team; coach and guide the sales team as needed.
- Conduct target and incentive analysis for the associates. Own the sales force CRM, incentive system etc.
- Establish budgets and sales quotas; critically review country sales materials and resource allocation in the sales org.
- Ensure that information is disseminated properly to the respective sales organization.
- Establish and maintain relationships with key accounts/ hospitals/ customers as needed.
- Liaison with internal and external partners as needed.
- Work with cross functional teams to analyze market opportunities, and propose launch models. Advise the business heads on consumer trend/ feedback/ market etc.
- Monitor, lead and motivate area sales organization by effectively synergizing local sales, marketing, medical, government affairs, sales administration and sales training team to ensure effective execution of business plan.
- Share and propagate best practices across the globe, with other teams.
- Collaborate with the commercial and sales force effectiveness team to achieve the desired results.

Work on additional projects to achieve sales targets.

- In some cases, drive and lead the commercial processes for launch of brands.
- Ensure that all Novartis guidelines are duly followed in the sales organization.
- Ensure high level of corporate governance and compliance.

Build and foster a team culture that aligns with Novartis values and behaviors.

- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt.
- Distribution of marketing samples (where applicable)

Key performance indicators:

- Achievement of sales revenue and market share targets vs plan
- CRM KPIs
- Expense and Budget Maintenance
- Development and Motivation of the sales team
- Compliance with legal and Novartis Guidelines

Minimum Requirements:

Work Experience:

- Deep understanding of competitor positions and Pharma product economics.
- Large-scale sales management and marketing experience.
- Extensive front line experience in Pharmaceutical sales
- Pharmaceutical Industry.

Skills:

- Delegation

- Enterprise Sales
- Field Sales
- Performance Management
- Product Positioning
- Regional Sales
- Sales
- Salesforce CRM
- Sales Management
- Sales Process
- Sales Strategy
- Selling Skills
- Workforce Management (WFM)

Languages:

- English

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
China

站点

Nanjing (Jiangsu Province)

Company / Legal Entity

CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales Manager)

Shift Work

No

```
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"kalturaplayer6a3e8a03737d3554377702", provider: { widgetId: "1Qm7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.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 (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.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:
```

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false, playlistEvents: false, castEvents: false } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var kalturaPlayer =  
kPlayer.setup(config); // Add the player to the global array.  
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.  
kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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