

## Sales Representative

Job ID  
REQ-10088519

九月 28, 2026

Czech Republic

### 摘要

#LI-Hybrid

2 Positions to fill:

-Territory: Liberec, Hradec-Kr álov é , Pardubice, Brno, Olomouc, Ostrava, Nov ý Ji č í n, Zl í n (Field-Based Role)

-Territory: Liberec, Hradec-Kr álov é , Pardubice, Olomouc Field-Based Role)

Relocation Support: This role is based in the Czech Republic. Novartis is unable to offer relocation support: please only apply if accessible.

Ready to make a meaningful difference for patients and healthcare professionals?

As a Sales Representative (Oncology), you will be a key driver of customer engagement and commercial success, serving as the face of Novartis within your assigned territory. This is a field-based role covering Prague and surrounding areas, where you will build trusted partnerships with healthcare professionals, deliver impactful customer experiences, and drive sales growth through personalized engagement and deep customer understanding. By leveraging customer insights, data-

driven planning, and strong cross-functional collaboration, you will help improve patient outcomes while contributing to the success of Novartis' innovative Oncology portfolio. Reporting to the Area Manager, you will play a critical role in delivering business results, strengthening customer relationships, and bringing innovative therapies to patients who need them most.

## About the Role

### Key Responsibilities:

- Build trusted partnerships with healthcare professionals to deliver value and improve patient outcomes.
- Drive sales growth through personalized customer engagement and territory planning.
- Develop and execute customer engagement plans aligned with customer preferences and business priorities.
- Deliver impactful omnichannel interactions using approved content and multiple communication channels.
- Create, prioritize, and adapt territory, account, and customer plans using available insights and data.
- Generate and share customer insights to support content development, campaigns, and engagement strategies.
- Collaborate effectively with Medical, Market Access, and other cross-functional teams to address customer and patient needs.
- Deliver exceptional customer experiences by understanding healthcare environments and evolving stakeholder needs.
- Demonstrate the highest standards of ethics, integrity, compliance, and professionalism in all interactions.
- Act as a trusted Novartis representative across the territory while contributing to business and customer excellence.

### Essential Requirements:

- University degree in Life Sciences, Healthcare, Business, Marketing, or a related field.
- Minimum 5 years of experience as a Sales Representative, Key Account Manager, Product Specialist, or Account Manager within the pharmaceutical industry.
- Strong commercial experience with a proven track record of driving business growth and achieving sales objectives.

- Demonstrated ability to build and maintain effective relationships with healthcare professionals and key stakeholders.
- Experience developing and executing territory, account, and customer engagement plans using customer insights and data.
- Proficient Czech language skills, both written and spoken.
- Strong communication, influencing, negotiation, and stakeholder management skills.
- Demonstrated ability to navigate complexity, adapt to changing priorities, and effectively manage multiple stakeholders within a dynamic healthcare environment.

### **Desirable Requirements:**

- Established network within Oncology and a strong understanding of the Oncology therapeutic area.
- English language skills, both written and spoken.

**Expected Annual Base Salary Range for role:** 654,850.00 - 1,216,150.00 CZK

The base 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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

*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.*

### **Benefits & Rewards**

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week 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 Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); company car; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

### **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.

### **Accessibility and Accommodation:**

Novartis is committed to working with and providing reasonable accommodation to all

individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to [di.cz@novartis.com](mailto:di.cz@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**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  
K č 654,850.00 - K č 1,216,150.00

部門  
International

Business Unit  
Sales

地点  
Czech Republic

站点  
Prague

Company / Legal Entity  
CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area  
Sales

Job Type  
Full time

Employment Type  
Regular (Sales)

Shift Work  
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6abc160d52ae1232988955", provider: { widgetId: "10m7rm1pm", 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:
false, playlistEvents: false, castEvents: false } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise .then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kaltura_datalayer.js that a new player is ready so
it can // attach custom event listeners immediately, regardless of when // the user clicked the
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {
console.error(e.message) }
```

## Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to [di.cz@novartis.com](mailto:di.cz@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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