零售高级/资深地区经理

Job ID
REQ-10091818

十一月 04, 2026

China

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摘要

关于此角色：
在这个岗位上，你将负责带领地区业务团队，将业务策略转化为高质量的区域执行，并通过客户洞察、团队能力建设和跨职能协作推动业务目标实现。你不仅需要关注业务成果，还将通过辅导、反馈和人才发展，帮助团队成员持续成长，并与医疗卫生专业人士及相关利益相关方建立专业合作关系。你还将参与产品上市前的业务准备，在不断变化的医疗健康市场环境中积累更全面的业务与领导力经验，与团队共同推动创新药物惠及更多患者。

About the Role

主要职责：

- **推动地区业务策略落地**
  ，将整体业务方向转化为清晰的地区行动计划，持续跟进执行质量并推动既定业务和组织目标实现。
- **领导和发展地区业务团队**
  ，通过人才招聘、日常辅导、建设性反馈、能力培养和继任规划，持续提升团队的专业能力和组织效能。
- **推动产品上市前业务准备**
  ，结合地区市场环境、客户需求及业务重点，为后续高质量业务执行做好准备。
- **建立专业的利益相关方合作关系**
  ，与医疗卫生专业人士、关键意见领袖、患者组织及其他相关方开展高质量互动，支持专业交流并推动患者获益。
- **深化地区市场与客户洞察**
  ，持续关注市场环境、客户需求、行业趋势及竞争信息，为地区业务决策和行动计划提供支持。
- **推动跨职能协作**
  ，与相关内部团队共享洞察、协调资源并推进关键业务项目，提高地区层面的协同效率和执行质量。
- **规划并优化地区资源配置**
  ，根据业务重点和组织目标合理管理预算及相关资源，提高资源使用效率。
- **提升团队专业能力**
  ，持续深化产品及疾病领域知识，并通过辅导和能力建设推动团队提升专业化客户互动水平。
- **确保地区业务规范运营**
  ，及时、准确完成相关报告和行政管理工作，并按照适用法律法规、公司政策及合规要求开展业务活动。
- **践行患者安全相关责任**
  ，按照公司规定及时报告涉及诺华产品的技术投诉、不良事件及特殊案例。

基本要求：

- 具备医疗健康、制药行业或相关领域的扎实工作经验，并能够将行业和市场洞察转化为具体业务行动。
- 具备团队领导或人员管理相关经验，能够通过辅导、反馈和能力建设支持团队成员成长和业务执行。
- 具备产品上市前业务准备相关经验，能够在业务发展不同阶段协调重点任务和资源。
- 具备地区业务规划及执行经验，能够结合业务目标制定行动计划并持续推动落实。
- 具备与医疗卫生专业人士及相关利益相关方开展专业互动与合作的经验。
- 能够理解医疗健康及制药行业不断变化的市场环境，并据此调整地区业务重点和执行方式。
- 具备跨职能协作经验，能够整合不同团队的专业能力和资源推动业务项目落地。
- 具备合规开展业务、预算及资源管理的意识和相关经验。

对多元化和包容性/平等就业机会的承诺：

诺华致力于为我们所服务的患者和社区建立一个优秀、包容的工作环境和多元化的团队。

无障碍及便利设施：

诺华承诺与残障人士共事并为他们提供合理的便利设施。如果您由于健康状况或残障，在招聘过程的任何环节需要合理便利设施，或者为了履行职位的基本职能，请将您的相关需求告知我们的招聘经理。

为什么选择诺华：
帮助患者及家属不仅需要创新科学，还需要一支包括你我他在内的充满智慧与激情的团队，大家相互协作、支持与激励。共同实现突破，改变患者的生活。一起共创更好的未来，你准备好了吗？

加入我们的诺华网络：
这不是您心仪的职位？欢迎加入诺华人才社区，与我们保持联系，及时了解合适的职业机会。您也可以关注诺华集团招聘微信公众号及诺华集团招聘微信视频号。

薪酬与福利：您可以前往诺华官网了解我们帮助您实现个人与职业发展的举措。

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
Sales

地点
China

站点
Haerbin (Heilongjiang 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

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6aeb69dd3347a537129644", 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 adatalayer.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 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 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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