(Senior)District Manager

Job ID
REQ-10092772

十一月 15, 2026

China

摘要

Leads a district area or team, typically as a First Line Manager. Drives execution of business plans and achievement of agreed objectives within the assigned district. Builds a high-performing team through coaching, capability development, and talent management. Ensures effective execution, cross-functional collaboration, customer engagement, and compliance with company policies and regulations.

作为地区业务团队负责人，通常以一线经理身份带领小型团队。负责推动所在地区业务计划的有效执行，实现职责范围内既定的业务和组织目标。通过能力建设、辅导反馈、人才发展以及关键业务项目管理，打造高绩效团队。确保高质量执行、跨职能协作和专业客户互动活动的开展，并严格遵守相关法律法规、公司政策及合规要求。

About the Role

- Accountable for driving the effective execution of district business plans and achieving agreed

business and organizational objectives within the area of responsibility.

- Builds and maintains professional relationships with healthcare stakeholders and supports meaningful customer engagement and scientific exchange activities.
- Optimizes the allocation of resources to support business priorities and organizational effectiveness.
- Manages area operating budgets and resources in accordance with company policies and compliance requirements.
- Leads, develops, and coaches a high-performing team; supports talent acquisition, capability building, succession planning, and team engagement.
- Builds collaborative relationships with healthcare professionals, key opinion leaders, patient associations, and cross-functional partners to support shared objectives and patient benefit.
- Maintains strong product and disease area knowledge and continuously develops team capabilities in these areas.
- Monitors market dynamics, healthcare environment developments, customer insights, and competitor information to support informed business decisions.
- Promotes high-quality customer experience and professional stakeholder engagement.
- Ensures timely and accurate completion of required reports and administrative activities.
- Operates in full compliance with applicable laws, regulations, company policies, procedures, and ethical standards, and fosters a strong culture of integrity and compliance.
- Ensures timely reporting of technical complaints, adverse events, and special case scenarios related to Novartis products in accordance with company requirements.
- 负责推动区域业务计划的有效落地，达成职责范围内既定的业务和组织目标。
- 建立并维护与医疗卫生专业人士及相关利益相关方的专业合作关系，支持高质量客户互动和学术交流活动。
- 合理规划和优化资源配置，支持业务重点及组织效能提升。
- 根据公司政策及合规要求管理区域运营预算和资源。
- 领导并发展高绩效团队，通过招聘、辅导、能力建设、人才发展和继任规划持续提升团队能力。
- 与医疗卫生专业人士、关键意见领袖、患者组织及跨职能团队建立良好合作关系，共同支持业务目标实现和患者获益。
- 持续提升产品知识和疾病领域知识，并推动团队相关专业能力建设。

关注市场环境变化、客户洞察、行业动态及竞争信息，为业务决策提供支持。

- 推动高质量客户体验及专业化利益相关方互动。
- 及时、准确完成各类报告及行政管理工作。
- 严格遵守国家法律法规、公司政策及合规要求，营造诚信、合规的团队文化。
- 按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。

Key performance indicators:

- Achieves agreed business and organizational objectives within the assigned area of responsibility.
- Ensures effective management and utilization of operating resources and budgets in accordance with company policies and compliance requirements.
- Builds and maintains trusted relationships with healthcare stakeholders and supports high-quality customer engagement and scientific exchange activities within the assigned territory.
- Drives excellence in team capability, customer engagement, and the effective implementation of key business initiatives.
- Develops and supports patient-centric and customer-centric programs that create value for patients and healthcare stakeholders.
- Leads, develops, and coaches team members to strengthen professional capabilities, engagement, and organizational effectiveness.
- 达成职责范围内既定的业务目标和组织目标。
- 根据公司政策及合规要求，有效管理和使用运营资源及预算。
- 在负责区域内与医疗卫生专业人士及相关利益相关方建立并维护良好的合作关系，支持高质量客户互动和学术交流活动。
- 持续提升团队专业能力、客户互动质量以及关键业务项目的执行成效。
- 推动以患者和客户需求为中心的项目设计与实施，为患者及医疗卫生专业人士创造价值。
- 通过辅导、能力建设和人才发展，持续提升团队专业水平、敬业度和组织效能。

Minimum Requirements:
Work Experience:

- Solid experience in Healthcare / Pharma / related business.
- Pre-launch activities.
- Market Knowledge and Network is desirable.
- Able to understand changing dynamics of Pharmaceutical industry.
- 具备扎实的医疗健康、制药行业或相关领域工作经验。
- 具备产品上市前准备(Pre-launch)相关经验。
- 熟悉市场环境并拥有相关行业经验者优先。
- 能够理解并适应制药行业不断变化的发展趋势和市场环境。

Skills:

- Analytical Skill.
- Change Management.
- Coaching.
- Collaboration.
- Commercial Excellence.
- Complexity Management.
- Compliance.
- Ethics.
- Healthcare Sector.
- Leadership.
- Management.
- Mentorship.
- Problem Solving Skills.
- Professional Communication.
- Team Work.
- 分析能力

- 变革管理
- 辅导与培
- 协作能力
- 商业卓越
- 复杂环境管
- 合规意识
- 职业道德与诚信
- 医疗健康行业知识
- 领导力
- 管理能力
- 导师辅导能力
- 问题解决能力
- 专业沟通能力
- 团队合作

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
Tianjin (Tianjin)

Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area
Sales

Job Type
Full time

Employment Type
正式销售经理）

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6afaa8ba9da20391614525", 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 } }; }

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