

# MSL Manager

Job ID  
REQ-10009011  
Jul 03, 2024  
India

## Summary

About the role: Lead scientific engagement with their Medical Experts. Implement clinical and educational strategies and respond to unsolicited medical enquiries.

## About the Role

### Key Responsibilities

- **Leadership & Management**-Promote and adhere to Ethics and Compliance Professional Practices Policy (P3). Responsible for building, managing, and coaching of a high-performing team of MSLs and Sr. MSLs in the assigned Disease Areas. Provide ongoing assessment of competencies, skills, effectiveness, and progress of team towards assigned objectives. Responsible for Objective setting, Performance management, and organizational talent review of team.
- Support ongoing scientific training and education of team to support timely and robust scientific discussions with Medical Experts. Contribute to the professional development of Self and team through training, coaching, mentoring, including conducting needs assessments, developing and implementing training plans. Supports implementation of Field Medical Excellence Framework and associated processes. May serve as a Deputy for the Local FME Head.
- **Strategy**- Be a strategic internal partner, gather and leverage insights for an impactful contribution to Patient Journey mapping, launch excellence roadmap, integrated evidence generation plans, integrated product strategy and subsequently the medical strategy. Utilize knowledge of assigned therapeutic area and Novartis compounds to serve as the Medical, Clinical and Scientific expert to field matrix colleagues
- Identify data gaps, data generation opportunities (including RWE and implementation science, precision medicine), and key unmet needs and opportunities to help improve patient access and outcomes. Ensure appropriate identification and mapping of external stakeholders, aligned to the medical strategy, and in collaboration with other Novartis colleagues. Able to create personalized, flexible engagement strategies and plans, leveraging multiple channels and tailored content to meet the changing needs of external stakeholders
- Personalize and expand external stakeholder engagement beyond Healthcare Professionals. Support and contribute to innovative partnership models for shared ownership in transforming clinical practice. Apply foundational impactful Scientific Engagement principles in stakeholder interactions in alignment with medical strategy and portfolio/pipeline prioritization. Ensure communication of the right evidence to the right stakeholder at the right time, enabling stakeholders to make informed decisions. Support Novartis Clinical Trials
- Drive adoption of digital channels for a broader, effective, personalized reach and impact, in addition to

leading high level impactful scientific events, exchanges and medical education. Represent team in CPO specific cross functional & cross Disease Areas projects, as assigned. Identify and execute opportunities for productivity and/or efficiency improvement with appropriate colleagues.

- **Resource Allocation**-Recruit hire and on-board a high performing team of MSLs in collaboration with local FME Head and assigned Disease Areas(s). Responsible for optimizing Disease Areas deployment plans within assigned Disease Areas(s). Responsible for planning, securing, and managing of team budget within assigned Disease Areas(s) to optimize scientific engagement with Medical Experts as defined by medical strategy. Responsible for review and approval of expense reports of subordinates.
- **Local & Global Collaboration**- Ensures building and implementing of high-quality standardized processes across teams. Represent team in local Disease Areas(s) and contribute to Disease Areas strategy alignments. Active contribution at local key internal meetings like IPS reviews, Novartis strategic meetings and iLR meetings. Represent team through participation in cross-functional planning meetings between Global/Regional MSL Leadership and other CPO functions, such as Disease Areas and Health Policy/Market Access.
- To ensure compliance of team in all interactions and maintain continuous liaison with the Local compliance functions to ensure that all processes and activities are compliant with internal and external policies (e.g., P3, Medical Affairs Field Interactions implementing procedures, industry codes). In a high-performing team environment, the role requires optimization of available Novartis resources and cross-functional collaboration with Medical Advisors, Commercial and other appropriate functions in accordance with compliance guidelines to ensure a successful, integrated regional medical plan

## Role Requirements

- **Number of Associates:** 5-14
- Manage Travel and FME related Non-Promotional activity budgets for assigned DA.
- Accountable for co-creating and executing medical strategic plans within assigned DAs.
- Education-Pharmacist, Masters, or other post-graduate degree in health/life sciences. Doctoral degree preferred (PharmD, PhD, MD) Fluent oral and written English & Local
- Desirable Requirements: Specific Product knowledge desirable

Why Novartis: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us!

Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity and Inclusion:

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 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.india@novartis.com](mailto:diversityandincl.india@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>

**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>

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Mumbai (Head Office)  
Company / Legal Entity  
IN10 (FCRS = IN010) Novartis Healthcare Private Limited  
Functional Area  
Research & Development  
Job Type  
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Employment Type  
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