

# Field Team Manager Proximity South

Job ID  
REQ-10037983  
Ene 27, 2025  
Portugal

## Resumen

Manage and coordinate the sales team activities for the assigned region, namely by monitoring and guiding the sales staff in the implementation of the sales operations plan, according with Novartis IMI guidelines, approved budget and strategy, legal and fiscal legislation in force and area defined SOP, in order to guarantee the achievement of target sales, productivity and performance.

## About the Role

### Major Accountabilities

- Drive the execution of the business plans for portfolio brands, in collaboration with Engagement Partners & Strategic Territory Manager, developing the expertise in competitive and clinical selling in order to drive the achievement of sales targets for the assigned territory, customers and therapeutic areas.
- Develop and monitor an integrated operational plan for the assigned region to achieves business goals, using the available resources effectively.
- Manage the sales activity in the assigned region, namely by analyzing and evaluating the weekly work plan reports vs forecasts and KPIs, organizing monthly performance reviews, including presentations of actions developed, results attained and collection of segmentation insights, to guarantee the attainment of sales objectives.
- Ensure team knowledge, expertise and understanding of Novartis' product strategy, guaranteeing the effective and clear communication of brand marketing plans to sales team within appropriate Code of Practice, as well as priority products, technical information, and product positioning, in order to guarantee sales staff, communicate to customers in alignment with marketing and corporate strategy, complying with the code of practice.
- Supervise and coach sales team in the day-to-day performance, accompanying team members in field visits providing constant feedback, to guarantee sales staff good performance and motivation, delivering the expected performance targets.
- Ensure the control of operating expenses, using the effective monitoring and reporting systems, as well as ensuring the compliance with agreed contacts, coverage, and frequency of visits to customers, in order to guarantee the compliance with assigned region budget.
- Manage recruitment, performance, development and retention of sales team members in the region as well as contribute to individual development of sales team ensuring ongoing training, coaching based on strong individual career development plans.
- Contribute to the CPO Sales team with best practice sharing and active participation in Sales meetings, providing relevant inputs to promote sales and the alignment within the department.
- Implement with excellence the sales and marketing campaigns ensuring regulatory compliance in line with the legal environment and Novartis policy.
- Manage cross functional team delivery of customer centric activities with all targeted customers and key

influencers/decision makers.

- Coordinate with other areas and lead interaction between Cross Functional experts to identify barriers to business solutions and implement them.
- Interact with others in a positive and constructive way, being open to diversity and aligned with corporate guidelines, in order to guarantee Novartis has a working environment free from all forms of discrimination and harassment as well as contributing to a positive and inclusive working environment.
- Work within Integrity and Compliance policies and ensure those around him/her do the same, complying with job Excellence Standards to contribute to the alignment with Novartis Global procedures and objectives.

### **Key Performance Indicators (KPIs)**

- Delivery of overall operational plan and reporting to timescale and budget.
- Sales and market share targets (sales vs targets, market share growth, market share, absolute cash growth and relative cash growth)
- Performance quality and success rate of sales representatives,
- Successful leadership of sales team in achieving objectives and management of budget.
- Managing data input of customer information onto CRM.

### **Ideal Background**

#### **Education & Qualifications**

University Degree in Science, Pharmaceuticals or Management (preferable)

#### **Languages**

- Local language
- Fluent in English

### **Experiences and requirements**

- Substantial business experience in similar role (min. 3-5 years)
- Experience in team management
- Experience in leading cross functional teams
- Experience in other business areas (e.g., marketing, sales, etc)
- Deeply understands Customers' needs and context and can connect those insights with brands strategies to unlock new growth potential.
- Develop Team capabilities, identifying needs, delivering coaching and appropriate exposure.
- Drive superior performance providing clarity of objectives, strategy, and tactics to achieve and defining and tracking KPI
- Ability to collaborate beyond the role with a strong enterprise mindset to contribute to the company growth

**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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División

International

Business Unit

Innovative Medicines

Ubicación

Portugal

Sitio

Sintra

Company / Legal Entity

PT05 (FCRS = PT005) PT Pharma

Functional Area

Ventas

Job Type

Full time

Employment Type

Regular (Sales Manager)

Shift Work

No

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Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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