

# Associate Sales Manager

Job ID

REQ-10016094

Jul 18, 2024

Hong Kong Special Administrative Region, China

## Résumé

The First Line Sales Manager (FLM) drives sales performance by leading a diverse commercial team and engaging with key stakeholders to drive tailored customer experiences and deliver value. They recruit, develop, retain and coach individuals to successfully deliver on strategic and commercial territory objectives. They instill a culture of high performance and accountability that inspires and motivates the team to execute on customer-centric brand strategy and tactics in a compliant and ethical way. The FLM leads executes and follows up on brand strategy and tactics in their regions, sharing field insights in order to drive customer engagement and performance.

## About the Role

### Major accountabilities:

- Accountable for achieving own and team's agreed sales, productivity and performance targets. Creates and executes business plans to drive this achievement, and is responsible for brands' strategic and tactical planning in line with company strategy and standards. Works independently to maintain existing clients and to develop new business opportunities.
- Manages and optimizes effective allocation of resources to deliver required business results. Manages area sales and expense budgets. Serves as a communication bridge from Senior Management to Sales Representatives / Product Specialists.
- Leads a high-performing team of Medical Representatives / Product Specialists; hires, trains and develops them as necessary; provides coaching and feedback to the team.
- Manages relationships with key accounts' decision makers, key opinion leaders, patient associations; and other colleagues across business functions to achieve desired results.
- Masters product knowledge and disease area knowledge; and coach the team on the same. Gathers and is updated on required information regarding the market, key competitors' market data, pricing intelligence, key accounts etc.
- Ensures Excellency in Customer Satisfaction and Customer Services. Complete all reporting and administrative requirements in a timely and accurate manner.
- Operates within Novartis compliance, policies and procedures; and creates a culture that ensures all reports, direct and indirect, do the same.

### Key performance indicators:

- To be populated at local level, based on the guidance that will follow from IMI Field Engagement Performance Management Council outcomes.

**Minimum Requirements:****Work Experience:**

- University graduate with life science background.
- At least 1 year's people management experience in Pharmaceutical industry
- Hema/Onco experience is preferable
- Strong Ownership, Ability to effectively collaborate and influence with X-functions, good leadership

**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.

**Languages :**

- English.

**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>

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**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>

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**Commitment to Diversity and Inclusion / EEO:**

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

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### **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](mailto: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.

[diversityandincl.china@novartis.com](mailto:diversityandincl.china@novartis.com)

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**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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Job Type  
Full time  
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Regular (Sales Manager)  
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