

Dermatology Area Business Leader – Boston – Remote

Job ID
REQ-10017045
Juil 26, 2024
Etats-Unis

Résumé

This is a field-based and remote opportunity. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you. The Area Business Leader (ABL) is an enterprise thinker responsible to direct a team of Territory Account Specialists in the delivery of tailored customer experiences based on account and Health Care Provider (HCP) needs and clinical dialogue that compels the customer to act on behalf of their patients to generate demand in the relevant area. Through regular face-to-face in-field interactions, the Area Business Leader mentors their team to work cross functionally and with Healthcare Providers (HCPs), Key Accounts and Systems of Care (SoC) to identify shared priorities, deliver clinical value and provide Novartis resource messaging in a patient-centered approach thereby establishing Novartis as a preferred customer partner. The Area Business Leader instills a culture of high-performance and accountability that encourages and motivates their team to complete the brand strategy and tactics. #LI-Remote

About the Role

Key Responsibilities:

- Recruit, develop, retain, mentor, and lead a diverse team of individuals to successfully deliver on strategic sales objectives and establish a cadence of accountability for the team, communicating, and supervising KPIs and engaging all levels of performance on the team.
- Models the way for all associates by encouraging a shared vision, communicating clear expectations, promoting an environment of accountability, enabling others to act, and optimizing or advancing processes by challenging the status quo.
- Monitor and mentor to ensure Territory Account Specialists are effective orchestrators of the total account call by coordinating the deployment resources to efficiently plan, communicate, and follow through to ensure customer needs are met with vitality.
- Develop, implement, and cultivate a customer-centric business plan in collaboration with both customer engagement and cross-functional partners to optimize the customer experience and product demand.
- Serve as a member of the Regional Leadership team that is proactively supplying to the development of overall region goals, business execution, team development and culture.
- Embed a hard-working, customer-centric culture where teams are engaged business owners that take effective results-oriented action. The Area Business Leader champions an environment where team members are encouraged to speak up, solve problems, collaborate, experiment, and fail forward.

- Possess in-depth knowledge in the areas of clinical, access and reimbursement, eye for business, territory management, and appropriate use of omni-channel marketing tools to effectively develop and mentor members of the team during regular field contacts and one-on-one mentor sessions.
- Leverage analytics platforms to advise decisions and identify areas of risk and opportunity to ensure the Territory Account Specialists are deploying resources like strategic face-to-face meetings, omni-channel resources, total office calls and cross-functional partners.

Essential Requirements:

- Bachelor's degree.
- 2+ year's sales leadership experience in pharmaceutical/biotech or other consumer product in a highly regulated environment. *Internal Sales Associates are eligible, if successfully completed Novartis Emerging Leaders Development Program (ELDP), or 2+ years of pharmaceutical/biotech sales management experience within the last two years prior to joining the company.*
- Demonstrated leadership experience in sophisticated selling environments (physician, managed markets and/or limited physical access accounts), with shown success (e.g., sales awards, top third ranking, successful performance ratings, etc.) selling biopharmaceutical products to customers in the specialty & institutional setting.
- This is a remote position that will support a sales team in an assigned region. Candidate must reside within territory, or within a reasonable daily commuting distance of 100 miles from territory boarder. Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you. Must have a valid driver's license.

Desirable Requirements:

- Experience & success leading sales teams in promotion to large practices, hospitals, IDN's & SoC customers, with an understanding of reimbursement for both the out-patient (payer) & in-patient (Diagnosis Related Group, Medicare).

Leveling Guidelines: The position will be filled at level commensurate with experience.

Area Business Leader I:

- 2+ year's sales leadership experience in pharmaceutical/biotech or other consumer product in a highly regulated environment. *Internal Sales Associates are eligible, if successfully completed Novartis Emerging Leaders Development Program (ELDP), or 2+ years of pharmaceutical/biotech sales management experience within the last two years prior to joining the company.*

Area Business Leader II:

- 4+ year's sales leadership experience in pharmaceutical/biotech or other consumer product in a highly regulated environment.

Senior Area Business Leader:

- 8+ year's sales leadership experience in pharmaceutical/biotech or other consumer product in a highly regulated environment.

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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

Driving is an Essential Function of this Role: Meaning it is fundamental to the purpose of this job and cannot be eliminated. Because driving is an essential function of the role, you must have a fully valid and unrestricted driver's license to be qualified for this role. The company provides reasonable accommodations for otherwise qualified individuals with medical restrictions if an accommodation can be provided without eliminating the essential function of driving.

COVID-19 Vaccine Policy (customer-facing roles only): While Novartis does not require vaccination for COVID-19 or proof of a recent negative test result for COVID-19 at this time, employees working in customer-facing roles must adhere to and comply with customers' (such as hospitals, physician offices, etc.) credentialing guidelines, which may require vaccination. As required by applicable law, Novartis will consider requests for reasonable accommodation for those unable to be vaccinated. This requirement is subject to applicable state and local laws and may not be applicable to employees working in certain jurisdictions. Please send accommodation requests to Eh.occupationalhealth@novartis.com.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between: Area Business Leader I: \$151,000 and \$226,800/year | Area Business Leader II: \$151,000 and \$226,800/year | Senior Area Business Leader: \$174,400 and \$261,600/year; *however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities.* The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

For Field Roles with a Dedicated Training Period: The individual hired for this role will be required to successfully complete certain initial training, including home study, in eight (8) or fewer hours per day and forty (40) or fewer hours per week.

Company will not sponsor visas for this position.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 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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