

# Business Excellence & Execution Director, Finland

Job ID  
REQ-10028985  
Nov 15, 2024  
Finlandia

## Sommario

Location: Helsinki, Finland, Hybrid

The Business Excellence & Execution Director, Finland, is responsible for driving excellence in execution across the organization and serves, together with his/her team, as the fundamental backbone of the country's sales and marketing operations. Partnering and providing guidance locally across functions, with the objective to anticipate, identify, accelerate, and support the performance and implementation of our competitive commercial model aimed to drive innovation, shape the health care system and enable faster access to our priority portfolio, optimizing execution and business excellence.

Serve as an active member of the BE&E Leadership Team and Finnish Leadership team.

This position reports to the Head of Business Excellence & Execution Nordics.

## About the Role

### Your Key Responsibilities:

Your responsibilities include, but not limited to:

- Lead a diverse team of functions including business coordination, essential medicines, learning and capabilities and digital operations, and represent the Data, Insights and Analytics team and the Digital Marketing cross-Nordic Initiatives in the local leadership discussions, in partnership with the local team members reporting in matrix.
- Ensure executional projects have clear objectives and business outcomes by suggesting improvements and process implementation to streamline and simplify, looking at the full picture from a holistic point of view, and connecting the dots across functions and the organization.
- Drive the success of the new customer engagement model across the organization, by driving processes, providing input to KPI alignment across departments and taking a central role in rolling out new initiatives in the country, finding efficiencies and role modeling innovative approaches, as well as new ways of working.
- In alignment with International, Region and Nordics BE&E, own processes, operations and implementation of business execution aspects (including but not limited to: 1IP, change management initiatives, development and upskilling). Closely partner with Country Manager, local leaders and business cross-functional teams (commercial, medical, access), to find business efficiencies, optimization and standardization for quicker pull-through and execution built to scale.
- Seek Nordic alignments and synergies together with BE&E peers to operationalize organizational improvements, while ensuring respect of local requirements and internal policies (topics include but not

limited to: FF KPIs, procurement, financial, legal, compliance, regulatory). Contribute to cross-Nordic team initiatives and shared objectives to accelerate the growth for priority brands. Entrepreneurial approach to portfolio management to optimize ROI across a diverse range of brands through shared services and flexible budgeting according to prioritized outcomes.

- Leveraging targeted strategies and innovative, cost-effective GTM models to efficiently commercialize non-priority diverse set of brands. Use digital engagement channels, innovative access models & cross-portfolio reimbursement deals / discounts to optimize value across the lifecycle, including Business-to-business selling, account management and contracting focus, “non-personal promotion” to HCPs.
- Accountable for the P&L of Essential Medicines portfolio locally, including leading team members responsible for execution of marketing & promotional strategies, goals, and operational plans to manage product lifecycle. Inspire and role model excellence-oriented, results & growth driven and customer-focused culture, fostering innovation, and building best-in-class teams that fully exploit all market opportunities.
- Drive top-level talent acquisition, succession planning and development mindset within the organization and rigorously role model and foster unbossed, inspired & culture locally.

### **Essential Requirements:**

- Education: Bachelor's in relevant field. (MBA, or other advanced degrees as advantage)
- Prior leadership experience in matrix organization.
- At least 7 years of commercial experience in the healthcare industry.
- At least 2 years experience in team leadership.
- Stakeholder management, with and without authority, Collaboration, Agility and Business Acumen.
- Local country understanding of Pharma marketplace.
- Solid track record driving sales & growth to exceed targets through innovative sales approached, digital strategies and proven marketing management skills.
- Proficient English, both written and spoken

### **Desirable Requirements:**

- Finnish Language.
- In-depth understanding of data and digital trends & solutions.

**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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Divisione

International

Business Unit

Innovative Medicines

Posizione

Finlandia

Sito  
Espoo  
Company / Legal Entity  
FI02 (FCRS = FI002) Novartis Finland Oy  
Functional Area  
Marketing  
Job Type  
Full time  
Employment Type  
Regular  
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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