

# DM

Job ID  
REQ-10000805  
Apr 14, 2024  
China

## Summary

-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:

- Lead and Grow the Business

### 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:

- Sales in Healthcare / Pharma / related business.
- Pre-launch activities.
- Market Knowledge and Network is desirable.
- Able to understand changing dynamics of Pharmaceutical industry.

#### 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:** 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?

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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.

Division

International

Business Unit

Innovative Medicines

Location

China

Site

Tangshan (Hebei Province)

Company / Legal Entity

CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales Manager)

Shift Work

No

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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.

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