

# Therapeutic Area Head Hematology (region LACan)

Job ID  
REQ-10022850  
Oct 14, 2024  
USA

## Summary

-Responsible for a consistent, cross-functional brand strategy shaping and implementation, for all assets having moved from Global to International TA until the handover to IBBI. Will evolve globally created early brand strategies, such as the Integrated Product Strategies (IPS) into a competitive, truly cross-functional launch plan that is fit-for-purpose for core IMI markets and sets a foundation of launch success for Novartis' next blockbusters. (International) -Leads strategic, cross-functional decisions for International and above-brand strategic initiatives, incl. partnerships, policy shaping, and for launched assets, will monitor and respond to major events and competitive landscape developments. (International) -Close interaction with core IMI markets, collaboration with MAP and CE&E teams to shape launch deliverables and TA-relevant customer experiences/ journeys and campaigns/ content for major IMI markets, and with respective IM-US counterpart to ensure consistent brand positioning worldwide, leverage learnings and transferable practices. (International) -Leads, manages and develops the overall performance of the TAs current and future product portfolio and deliver sales and profits within agreed budgets. (Region/cluster/country) -Leads and develops a high-performing sales and marketing team and build effective and enduring business relationships with key customers/ stakeholders. (Region/cluster/country) -Typically leads a medium to large revenue country organization, covering both sales and marketing activities, with responsibility to drive performance and develop operational strategy for their organization. (Region/cluster/country)

## About the Role

### Major accountabilities:

- Ensures appropriate compliance against company policies and procedures.
- Responsible for the budget and financial performance of the unit.
- Develops and implements a regional strategic and operational plan for the TA in close collaboration with local and global teams.
- Closely follows competitors on the market and provides local marketers with tools to evaluate and counteract competitive entrance on the market.
- Works with external key opinion leaders in the field to implement projects to optimize patient management and drive the TA forward.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt -Distribution of marketing samples (where applicable)

### Key performance indicators:

- Financial & Business results (Revenue growth, Profitability, Market share) -Maximization of launch readiness and portfolio value/ growth of key assets for major IMI markets.
- Ensuring the delivery of TA Strategy in major IMI markets.

- Strategy/Market Focus (Resource allocation, Long-term BU strategy and planning, Market access effectiveness/impact, Novartis market reputation) -Operational Excellence (Delivery against development milestones, Product launch success) -People, Capabilities, and Management (Our Voice survey, Talent development, talent acquisition, Culture, D&I KPIs, Succession Plans strength, High profile turnover, Code of Ethics)

**Minimum Requirements:**

**Work Experience:**

- Direct leadership experiences (team of min. 10-20 people)
- Successfully delivered top & bottom-line targets (P&L responsibility)
- Track record in defining and implementing the launch strategy for a specialty brand preferable in healthcare & life science industry
- Deep expertise of various market archetypes for creating broader impact with the required functional leadership for countries
- Customer centric experiences: demonstrated deep understanding of customer needs and translated them into meaningful business value generating initiatives (patients, HCP`s, healthcare partners, government)
- Experiences working in at least one different market archetype outside of your “home country.

**Preferred Skills:**

- Proven experience designing, implementing long-term/Commercial Partnerships
- Experience leading in a matrix set up through influence
- Experience in Hematology
- Experience in portfolio management
- Above country experiences

The pay range for this position at commencement of employment is expected to be between \$257,600.00 and \$386,400.00 per 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.

**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:**

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**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](mailto: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.

Division

International

Business Unit

Innovative Medicines

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Commercial & General Management

Job Type

Full time

Employment Type

Regular

Shift Work

No

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