

# Regional Sales Manager

Job ID  
REQ-10041589  
Febr. 23, 2025  
Taiwan

## Zusammenfassung

Align organization objectives to develop responsible area business plans, strategies/ tactics and be able to prioritize, maximize resources strategically. Be accountable to build and lead a high-performing team driving excellent execution, early identification of market insights in order to achieve performance as well as to deliver better patient outcome. Establish good relationship with customers and well-collaborate/liaise with internal stakeholders efficiently.

## About the Role

### Major accountabilities:

### People Management

- Build high-performance team and provide coaching to the team to drive sustainable business growth and people development.

### Strategy Development

- Obtain in-depth business acumen of responsible territory and customer insights to identify and prioritize business opportunities in early stage as well as to support brand strategy development
- Strategize sales target, well-established micro segmentation and optimize resources to maximize sales achievement and profitability.
- Customized territory-based omnichannel orchestration on customer experience according to the competitive context through the right channel within the right time

### Execution Excellence

- Work efficiently and collaboratively with cross-function teams to ensure deliver aligned shared goals
- Drive execution and monitor implementation progress to ensure accurate delivery in time with quality

### Integrity and Compliance

- Ensure team to work within Integrity & Compliance with all company policies.
- Ensure and lead teamwork in a diverse, inclusive environment

### Key performance indicators:

- Sales achievement (team performance)
- Market share

- Team turn-over rate
- Team quality KPI achievement
- A&P utilization

### **Minimum Requirements:**

#### **Work Experience:**

- Bachelor degree or above, major in life science, medical, pharmacy related subjects preferred.
- At least 5-year experience in pharma industry with people management; With oncology experience is a plus.
- Project-led or cross-functions experience and multichannel sales experience is preferred.
- Cross-team project experience with positive feedback and influencing (referring to V&B role model: collaboration, influence on team performance).
- Be accountable, achievement-motivated, and resilient to take challenges, agile to changes or unknown

#### **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.
- Chinese.

**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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International  
Business Unit  
Innovative Medicines  
Ort  
Taiwan  
Website  
Taipei  
Company / Legal Entity  
TW03 (FCRS = TW003) Novartis (Taiwan) Co. Ltd  
Functional Area  
Der Umsatz  
Job Type  
Full time  
Employment Type  
Regular (Sales Manager)  
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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