

## MSL Manager

Job ID  
REQ-10050767

5月 15, 2025

Taiwan

### 摘要

MSL manager is a Field-based Medical Affairs manager who directly reports FME Lead, and is responsible for leading, inspiring and coaching MSLs, in assigned disease areas, to deliver medical strategy, and develop peer-to-peer relationships with Medical Experts/Key Stakeholders. This role is required to strategize and to drive the excellence execution of medical plans in the assigned disease areas.

### About the Role

#### Leadership and management

- Lead, manage and coach a high-performing team of MSLs in the assigned disease areas.
- Responsible for direct reports' objective setting aligned with FME Lead, performance management, and on-going assessment of MSL's competencies, skills, effectiveness, and progress of team towards assigned objectives.

- Support implementation of Field Medical Excellence Framework and associated processes.
- May serve as a Deputy for the Local FME Lead.

### Capability building

- Proactively assess and analyze MSL competency and development needs.
- Responsible for planning and implementation of Field Medical training curriculums aligned with FME Lead and other training in need
- Responsible for ensuring and coordinating local MSL on-boarding

### Strategy

- Be a strategic internal partner, gather and leverage insights for an impactful contribution to Patient Journey mapping, Medical Experts/key stakeholders mapping in line with local strategies. Enable MSLs to fulfil the Field Medical Excellence metrics expectation in daily practice and document accordingly in system.
- Utilize knowledge of assigned therapeutic area and Novartis compounds to serve as the Medical, Clinical and Scientific expert to field matrix colleagues.
- Enable MSLs to assess advocacy (degree of Medical Expert understanding and agreement with medical platform statements) and contributions (activities in which Medical Experts are independently qualified to engage or collaborate with the organization.)
- Facilitate the insight- strategy cycle via integrating MSLs ' monthly insight report and understanding of planned medical strategy. Ensure medical strategy execution and Identify data gaps, data generation opportunities, and key unmet needs and opportunities to help improve patient access and outcomes
- Equip MSLs to create personalized, flexible engagement strategies and plans, leveraging multiple channels and tailored content to meet the changing needs of external stakeholders.

### Resource Allocation

- Support FME Lead to recruit and on-board a high performing team of MSLs in collaboration with FME lead and Medical Lead in assigned disease areas.
- Responsible for optimizing deployment plans within assigned disease areas.

### Budget

- Support FME Lead on the planning, securing, and managing of team budget within assigned disease areas to optimize scientific engagement with Medical Experts as defined by medical strategy.
- Responsible for review and approval of expense reports of subordinates.

### Local & Global Collaboration

- Ensure building and implementing of high-quality standardized processes across teams.
- Represent team in local Disease Areas(s) and contribute to Disease Area strategy align-

ments. Active contribution at local key internal meetings, including TA meetings and cross-functional meetings as needed.

- Ensure compliance of team in all interactions and maintain continuous liaison with the Local compliance functions to ensure that all processes and activities are compliant with internal and external policies (e.g., BeSure, Medical Affairs Field Interactions implementing procedures, industry codes).
- In a high-performing team environment, the role requires optimization of available Novartis resources and cross-functional collaboration with Therapeutic Area leads, Medical Advisors, Commercial and other appropriate functions in accordance with compliance guidelines.

## Desired Experience

- Demonstrated capabilities for a field based medical role and proven competency at senior level
- Proven ability to lead and coach scientific/medical personnel at all skill and knowledge levels; obtaining experience in leading and coaching medical associates is preferred.
- Proven ability to develop, communicate and implement medical/scientific strategies to direct/indirect reports, and cross-functional collaborators.
- Strong leadership/people management mindset, personal integrity and demonstrated customer focus
- Comprehensive knowledge of the Novartis drug development process.
- Strong business acumen and market understanding, encompassing medical strategies and market trends
- Excellent interpersonal communication and collaboration internally and externally
- Must be able to organize, prioritize, and work effectively on multi-functional teams in a constantly changing environment and to motivate a team to do the same
- Thorough understanding of internal/external ethical guidelines relevant to the pharmaceutical industry

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Innovative Medicines

地点  
Taiwan

站点  
Taipei

Company / Legal Entity  
TW03 (FCRS = TW003) Novartis (Taiwan) Co. Ltd

Functional Area  
Research & Development

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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