

## China, Head of S&E

Job ID  
REQ-10075145

4月 08, 2026

China

### 摘要

The Head Search and Evaluation China leads the creation and execution of a structured, proactive approach to identifying and evaluating significant business and licensing opportunities in China, spanning late stage commercial deals to assets at all development stages with global or ex China rights.

It serves as Novartis' primary external representative in China, maintaining deep industry and competitive insight while cultivating strong relationships across biotechs, investors, and the broader innovation ecosystem. The person is deeply entrenched in the community with an emphasis to expand even further and acts as the Site Head for C&BD in China.

The position brings sophisticated deal making expertise to unlock novel opportunities, oversees the China Scouting and S&E team, and ensures clear, strategically aligned search priorities that support research, development, and commercial needs.

It drives proactive pipeline gap identification, fosters creative and agile sourcing mindsets, and ensures robust triage and documentation of inbound prospects. As part of the S&E Leadership Team, the role provides scientific, strategic, and commercial perspectives, acts as the main S&E liaison to

China leadership, and strengthens integration with the global S&E organization.

It champions Novartis' positioning as a preferred partner in China by instilling urgency, agility, and collaboration, increasing engagement with the biotech community, ensuring strong conference representation, enabling deal type creativity, and developing high-performing talent.

## About the Role

### Within BD&L

- Defines the China S&E Search Priorities that are aligned with the Global TA Strategies
- Ensures the China S&E team delivers on the Global search priorities
- Ensures team proactively identifies external growth opportunities along the RDC continuum in China
- Ensures team efficiently screens inbound global opportunities and liaises with the global S&E team to triage these opportunities; ensures documenting of all incoming opportunities and all declines / next steps
- As member of S&E LT, provides insights, strategic guidance on deal-making in China while staying closely connected to the global business interests of each TAL
- Enables the China S&E team to be key members of the China local office and the global S&E team

### With S&G and other functions

- Closely works together with Novartis Senior Leaders within S&G and throughout the organization to align regional commercial interests with broader enterprise priorities
- Attracts, educates, and develops talent and fosters collaboration within the broader global S&E team, C&BD sub-teams, and the wider NVS organization in close alignment with the Global C&BD Head
- Acts as the main BD&L point of contact to the Global Head S&E and has relationships with the local China office leadership team
- Builds enterprise relationships with key internal stakeholders across the organization

### On processes and governance

- Helps to strengthen the front-end of the BD process to ensure the China S&E team has a fully comprehensive understanding of the ever-evolving landscape of opportunities and efficiently screens inbound opportunities, ensures documenting of all incoming opportunities and all review outcomes
- Creates a new structured, systematic approach to landscaping opportunities in China and implements/orchestrates the new process
- Collaborates closely with Global Head of S&E to bring Regional/China deals to appropriate governance (i.e. ECN-Deal Committee); and also with TA S&E Heads on Global or ex-China deals, as well as the China NPP Strategy team, and relevant TALs
- Accountable for establishing functional excellence & continued improvement to significantly

enhance the value of the opportunity pipeline and prioritize the portfolio in accordance with scientific merit and strategic priorities

- Drive development and alignment of standards, processes, and tools across the Enterprise.

#### To the external world

- Represents Novartis as local C&BD Site Head to the external world in China
  - Is the point of contact for all new business opportunities that come to Novartis in China and works closely with the Global S&E team and C&BD teams
  - Has a very detailed knowledge of the industry and competitive landscapes in China region including biotech, as well as mid and large cap pipelines,
  - Is deeply entrenched in and connected with the China ecosystem ranging biotechs, VCs, PE, IBs and other investors
- Ensures appropriate representation of NVS at major conferences in China
- Is a recognized commercial and late-stage deal maker able to expertly navigate the C-suite of biotechs and senior executives in mid and large cap pharma
- Contribute to 'rebranding' NVS as the partner of choice and increases visibility and attractiveness of NVS as partner in China

#### Experience & Skills (Must to have)

- Strong scientific background
- Industry knowledge, at least 5-10 years experience
- Competitive intelligence
- Communication
- English and Mandarin Fluency.

#### Other Experience & Skills

- Broad experience and expertise structuring a range of commercial deal types with demonstrated success in crafting creative commercial deals (extensive commercial-stage deal sheet required)
- Deeply entrenched in the China biotech ecosystem with strong existing relationships with all relevant biotechs, VCs, PEs and IBs
- A deep understanding of pharmaceutical & medical science and drug development with an excellent instinct for truly transformational innovation, and robust and strong understanding of commercialization
- Exhibit an entrepreneurial spirit to generate new ideas and ways of working
- Stakeholder engagement - engages, influences, aligns and leads internal and/or external stakeholders
- Strong capability to lead without formal authority in a matrix environment
- Organizationally savvy - manages and communicates effectively with different audiences using compelling arguments, manoeuvres comfortably through people-related organizational dynamics and uses expert influencing skills to achieve superior business outcomes
- Ability to drive organizational transformation and change management, balancing the human, operational and strategic aspects to set the pace of execution of change
- Ability to effectively manage difficult situations and drive towards constructive resolution

- Team player with proven track record of people development
- Strong ethical values, bridging different opinions and generating consensus to achieve a common goal
- Strong international work experience

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

部门

Strategy & Growth

Business Unit

Strategic Planning & BD&L

地点

China

站点

Shanghai (Shanghai)

Company / Legal Entity

CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.

Functional Area

BD&L & Strategic Planning

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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"1Qm7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: {},
sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(KalturaPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", //
Default: bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default:
alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
false, printDisabled: false, disable: true }; } if (KalturaPlayer.plugins["preventSeek"]) {
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config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible:
false }; } if (KalturaPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; }
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(KalturaPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
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[]; if (KalturaPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
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config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } }; }
```

```
try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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