

(高级地区经理 -Retail

Job ID
REQ-10084944

8月 06, 2026

China

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摘要

一线销售经理 FLM 通过领导多元化的商业团队并与主要利益相关者互动来推动量身定制的客户体验并提供价值,从而推动销售业绩。他们招募、培养、留住和指导个人,以成功实现战略和商业区域目标。他们灌输了一种高绩效和问责制的文化,激励和激励团队以合规和合乎道德的方式执行以客户为中心的品牌战略和战术 FLM 领导、执行和跟进其所在地区的品牌战略和战术,分享现场见解,以推动客户参与度和绩效。

About the Role

Major Accountabilities

领导和发展业务

- 基于深厚的本地知识,通过数据和见解增强经验和直觉,规划、调整和传达有效的执行策略
- 将国家客户参与战略和目标转化为区域实施计划,以实现商定的目标
- 确保并提高定位准确性。
- 确保根据战略执行当地计划,并跟进以确定目标的实现
- 倡导支持客户卓越并推动团队参与和采用所需的关键流程
- 利用可用数据来推动业务绩效,并在考虑风险和影响的情况下,在复杂和高压的情况下帮助做出决策
- 充当区域协调者,与其他现场职位合作,通过高绩效的团队合作取得成果
- 领导团队
- 通过实地考察指导团队成员,并得到数据和见解的支持
- 通过对 6IB 销售模式的出色理解和榜样来指导影响力
- 通过建立问责制期望并提供一致、及时的反馈来持续改进绩效,从而指导绩效
- 通过制定计划来支持增长并不断提升绩效,从而指导发展
- 通过以自力更生解决问题为中心的 1:1 和团队讨论来支持团队成员
- 鼓励个人做出适应性决策,以提供客户体验
- 促进敏捷思维,在产品和客户体验重点之间实现适当的平衡
- 优化已建立的论坛,以有效地沟通进度并发展团队能力和效率
- 以诚信和诚实的态度行事,以透明和尊重的方式对待销售团队和同事,并有明确的意图。当面临道德困境时,做正确的事,当事情看起来不对劲时,就大声说出来。由诺华道德准则Novartis Code of Ethics主持。
- 通过塑造期望的行为,为团队成员创造一个心理上安全的空间,并支持团队和个人的福祉,创造并嵌入与诺华价值观相一致的积极团队文化
- 确保整个团队对诺华道德准则的一致性和所有权,并承诺遵守诺华适用的政策和要求
- 参与并建立利益相关者关系
- 利用数据和见解例如对等网络地图、客户智能来识别本地高优先级 HCP 并确定其优先级
- 推动诺华取得关键的商业成果,同时提高客户宣传度和参与度
- 加强对可能具有高度区域影响力的地方/区域关键意见领袖的宣传和参与
- 促进向客户和患者提供价值
- 促进跨职能团队例如现场医疗、品牌、患者支持之间的合规协作,以设计和实施解决未满足需求的解决方案。
- 与跨职能合作伙伴合作,制定、实施和监控以客户为中心的业务计划,以优化客户体验
- 确保充分利用诺华的资源 and 能力,在 F2F 和虚拟环境中为客户提供个性化和互动

Key Performance Indicators

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Work Experience

NA

Skills

领导
管理
专业沟通
辅导

指导
变更管理
协作
团队合作
分析能力
解决问题的能力
复杂性管理
医疗保健行业
商业卓越
伦理学
合规

Language

英语

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
International

Business Unit
Sales

地点
China

站点
Hangzhou (Zhejiang Province)

Company / Legal Entity

Functional Area
Sales

Job Type
Full time

Employment Type
正式销售经理)

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a749038bf5fb562833599", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.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 (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =  
_thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // _thumbnailEmbed() returns a  
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to  
capture the player directly. thumbEmbedPromise .then(function(player) {  
window.kalturaPlayerVideos.push(player); // Notify kaltura_data_layer.js that a new player is ready so  
it can // attach custom event listeners immediately, regardless of when // the user clicked the  
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {  
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {  
console.error(e.message) }
```

无障碍及便利设施

诺华承诺与残障人士共事并为他们提供合理的便利设施。如果您由于健康状况或残障在招聘过程的任何环节需要合理便利设施或者为了履行职位的基本职能请发送电子邮件至 diversityandincl.china@novartis.com 告知您的需求和联系方式,并在邮件中附上您的职位申请编号。

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