Area Manager

Job ID
REQ-10089885

十月 15, 2026

Russian Fed.

可用于: 中文 | Deutsch | English | Espa ñ o | Fran ç ais | Italiano | 日本語 | Nederlands | Р у с с к и й | T ü rk

摘要

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About the Role

Major Accountabilities

~领导和发展业务
~基于深厚的国家知识, 主动规划、调整和传达有效的执行战略, 利用数据和洞察力增强经验和直觉

-传达国家商业客户参与战略和目标，为实现商定目标的区域实施计划提供信息
-倡导国家/地区预算优化，确保根据国家/地区需求明智地分配大量资源
-确定推动业务绩效和辅助决策所需的新数据源
-在品牌战略决策中发挥关键的领导作用。
-领导团队
-发展一种辅导文化，使 FLM 能够过渡到更具适应性的方法
-通过对指导和支持性领导行为的深刻理解和榜样，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
-以正直和诚实的态度行事，以透明和尊重的方式对待销售团队、同事和领导，意图明确。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。
-创造一个协作的、心理安全的环境，鼓励团队成员畅所欲言、解决问题、进行实验和失败
-对诺华的价值观和行为进行建模
-确保此议程级联到整个销售团队
-在区域/国家层面的影响力
-领导实现转型变革的计划，例如数字化转型和采用新工具
-在诺华价值观和行为的基础上，培养一种鼓舞人心、包容和以客户为中心的文化
-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
-与关键意见领袖建立战略关系，促进谈判顺利进行
-作为国家领导团队的一员，积极为整体能力的发展、业务规划和执行、团队发展和文化做出贡献
-促进向客户和患者提供价值
-促进和支持跨职能团队(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 FLM
和跨职能合作伙伴合作，制定、实施和监控以客户为中心的国家业务计划，以优化客户体验。
-优化 Novartis 资源和功能的利用，在 F2F 和虚拟环境中实现个性化并与客户互动。
-确保在战略客户中完成多学科讨论和项目，并且涉及这些客户的整个生态系统围绕既定目的进行调整

Key Performance Indicators

二线销售经理 (SLM)通过领导一线销售经理 (FLM)
团队执行量身定制的客户体验来推动销售业绩，从而创造价值并将诺华确立为首选合作伙伴
他们负责以合规和合乎道德的方式制定和实施国家商业客户参与战略，
跨职能工作以与医疗/访问策略保持一致，以确保有凝聚力和协作的方法。SLM 通过人才招聘、发展和继任计划建立一流的多元化团队，并负责灌输诚信文化。它们在影响实质性、持续的组织变革方面发挥了重要作用。

Work Experience

-NA

Skills

领导
管理
专业沟通
影响技能
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
金融知识
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
General Management

地点
Russian Fed.

站点
Moscow (City)

Company / Legal Entity

RU07 (FCRS = RU007) Novartis Pharma LLC

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: "kalturaplayer6ad68d4bd2e42771811377", 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 kalturadatalayer.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) }

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