NOVARTIS

Area Sales Manager - Neuro / Oncology / Hematology

Job ID
REQ-10091261

十月 30, 2026

Slovakia

摘要

#LI-Hybrid
Location: Bratislava, Slovakia

Relocation Support: This role is based in Bratislava, Slovakia. Novartis is unable to offer relocation support: please only apply if accessible.

The Area Manager is accountable for leading, coaching, and developing a high-performing field sales team to deliver patient impact and achieve agreed commercial objectives within a defined geography. The role translates brand and therapeutic area strategy into area execution, drives performance through coaching and disciplined execution, and ensures high-quality customer engagement in line with Novartis values, behaviors, and compliance standards.

About the Role

Key Responsibilities:

- Deliver sales objectives, market share, and profitability across the area by using data, analytics, and market insights to prioritize actions, manage risks, and support forecasting.
- Lead, coach, and develop a high-performing team of Sales Representatives, fostering accountability, continuous development, and a performance-driven culture.
- Execute structured field coaching and joint customer visits aligned with International Commercialization Excellence standards and ensure accurate documentation of coaching activities.
- Drive adoption of new commercialization models, tools, and ways of working, ensuring consistent execution of omnichannel and customer-centric engagement strategies.
- Review field effectiveness assessments and collaborate with execution excellence teams to implement targeted capability development plans.
- Build strong relationships with key customers and stakeholders, enabling effective cross-functional collaboration to maximize business and patient impact.
- Provide insights on territory and market dynamics, consolidating team input into actionable recommendations for brand and cross-functional teams.
- Ensure compliance with Novartis policies, ethical standards, and financial governance while responsibly managing area budgets and resources.
- Identify, develop, and prepare future talent and successors within the sales organization.

Requirements:

- University degree in life sciences, medical, business, or a related field; minimum 5 years of experience in pharmaceutical or healthcare sales; proficiency in English and local language.
- Proven first-line people management experience with strong coaching and talent development capabilities.
- Demonstrated track record of achieving sales targets and managing competitive brands and/or product launches.
- Strong analytical and strategic mindset with the ability to interpret data, KPIs, and market insights.
- Experience in omnichannel customer engagement and effective use of digital and AI-enabled sales tools.
- Ability to lead through ambiguity and drive change in dynamic environments.
- Strong communication, collaboration, and stakeholder management skills.
- High standards of integrity, ethical behavior, and strong compliance awareness.

Benefits & Rewards

At Novartis, we ' re committed to reimagining medicine together - and rewarding the people who make it happen.

- Expected Annual Base Salary Range for role: 32,760.00 to 60,840.00 EUR Annual

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave. You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:
https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

- Monthly pension contribution matching your contribution up to 3% of your gross monthly base salary
- Risk Life Insurance (full cost covered by Novartis)
- 1 week holiday above the Labour Law requirement
- 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report
- Cafeteria employee benefit program - choice of benefits from Benefit Plus SK for 500 EUR per year
- Meal vouchers of 7 EUR each working day (full tax covered by the company)
- MultiSport Card contribution

Commitment to Diversity and Inclusion / EEO paragraph

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

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Primary location salary range
€ 32,760.00 - € 60,840.00

部门
International

Business Unit
General Management

地点
Slovakia

站点
Bratislava

Company / Legal Entity
SKA2 (FCRS = SK002) Novartis s.r.o

Functional Area
Sales

Job Type
Full time

Employment Type
Regular (Sales Manager)

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6aeb3ae685aae867815482", 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 } }; }

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