

Head of LC&P Franchise

Job ID
REQ-10049140
Apr 16, 2025
China

Summary

LC&P Franchise Management

About the Role

Jobs to be Done

- **Franchise Strategy:** Develop a compelling strategy fit for Novartis China LC&P franchise aligned with global disease area strategy, mobilize & align the x-functional team (Medical Affairs, Value Access, BEE etc.) to implement the franchise strategy and drive business growth.
- **Launch planning & Execution:** Prepare best-in-class launches (Taf/Mek DTC indication & Tabrecta) with close collaboration with International global teams.
- **Commercial Performance:** Deliver on performance, drive growth and revenue of key brands, effectively manage portfolios and maximize field force performance and return on investment
- **Maximization of In-market brand performance:** Explore new customer engagement model and continue to develop innovative commercial strategies to ensure success in an evolving healthcare environment
- **External stakeholders:** Create meaningful and trustful relationships with relevant external stakeholders (e.g. physicians, KOLs regulatory bodies etc.), representing the organization externally
- **Talent Mgt:** Attract, retain & engage highly capable & diverse talents and build effective teams who consistently deliver
- **Doing business ethically:** Ensure alignment to all Ethics, Risk & Compliance policies and manage key processes.

Critical Experiences & Knowledge

- **P/L Mgmt & Leading Teams:** Proven track-record of leading sizable business-P&L responsibility (>250M USD), team size (>300 FTE).
- **Launch Experience:** Track record in defining & implementing the launch strategy for a specialty brand in healthcare industry
- **Leadership experience:** Extensive (10+ years) leadership experience in senior management roles with a proven track record of successfully leading teams through complex challenges.
- **External Stakeholder Mgmt :** Proven ability of building relevant long-term partnerships with external stakeholder to create joint value
- **Business Acumen:** Proven experience of anticipating external market dynamics and translating them successfully in business strategy
- **Customer Centricity:** Successfully delivered an outcome-oriented targeted customer engagement initiative based on deep disease area insights

- **Leading Transformation:** Experiences in leading business and/or organizational transformation processes
- **The highest ethics and moral standards:** Unquestioned integrity needed for the complexity of this role

Leadership Capabilities & Traits

- **High performance and execution mindset**
- **Navigating Complexity :** Focuses on larger, longer-term issues, and creates plans and strategies to shape Assets. Challenges the way things are done. Aligns & drives people and organizations around change. Comfortable in navigating the matrix and people related organizational dynamics
- **Delivering Impact :** Establish credibility & influence across diverse stakeholders and able to navigate in an environment of shared outcomes and cross-business accountabilities. Demonstrates enterprise leadership, balance diverse stakeholders & competing/conflicting priorities to drive results
- **Leading People :** Creates empowered leaders to execute efficiently, through the layers of organization and across geographies. Creates systematic development across the organization to build teams with diverse perspectives and capabilities to deliver business plans.
- **Business acumen & insights-**Applying deep & competitive customer (HCP/HCS/Patients) insights & the external marketplace to shape competitive Franchise strategy
- **Customer engagement:** Implements Franchise customer specific (digital) engagement channels to deliver customer specific and outcome-oriented content and solutions
- **Influencing Others :** Adept at building consensus, inspiring action, and driving alignment across diverse stakeholders. Skilled in tailoring communication to different audiences, leveraging data and storytelling to persuade, and navigating complex organizational dynamics to achieve buy-in.

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>

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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>

Division

International

Business Unit

Innovative Medicines

Location

China

Site

Shanghai (Shanghai)

Company / Legal Entity

CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area

Commercial & General Management

Job Type

Full time

Employment Type

Regular

Shift Work

No

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

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