

Launch Excellence Lead

Job ID
REQ-10051213

May 08, 2025

Netherlands

Summary

In the coming 3 years, Novartis aims to bring 5-7 New Molecular Entities (NMEs) to underserved patients suffering from various diseases in The Netherlands. The Launch Excellence Lead (LEL) will lead and develop a high-performing team of 3 Launch Excellence Managers. These early commercial/marketing leads drive, together with a cross-functional team, the launch strategy for our top priority late-stage pipeline assets in the Dutch market. By doing so, the Launch Excellence Team shapes disease markets, builds strong multi key stakeholder relationships and prepares for best-in-industry launches in a challenging Healthcare system landscape. The LEL will also align with international stakeholders and will adjust international strategies locally to secure best in class launches in the Netherlands.

About the Role

Major accountabilities:

- Successfully lead and develop the Launch Excellence Team, managing all people management-related processes (recruiting, performance management, coaching)
- Identifying and building key capabilities, properly develop assigned people/talents, enabling them to excel
- Take the right decisions on allocation of people and resources, in close collaboration with the Pipeline Strategy Manager, Medical Affairs colleagues and the NL Leadership team
- Set and monitor governance in early launch teams
- Lead and strategize on the optimal roll-out of Go-to-Market models for the Netherlands
- Drive robust analysis and in depth insights of the commercial opportunity (Pop2Sales) for assets allocated to the Launch Excellence Team
- Establish trust with local stakeholders to discuss the patient ' s unmet needs & the need to raise the bar for innovative treatments
- In close alignment and dialogue with cross functional colleagues national and internationally and commercial TA heads, maximize launch readiness for priority pipeline assets
- Drive and oversee the process of Launch Readiness Reviews, the development of integrated launch strategies and roll-out of tactical plans for priority assets, with clear milestones and deliverables
- As per business needs, perform launch-related tasks (self)
- Ensure Launch-related activities and processes meet and exceed standards set by the Cluster, Regional and International organization

Key performance indicators:

In compliance with local functional business requirements:

- Ramping up resources & activities in the Netherlands at the right time, the right scale and with the right focus
- Strategies in place to scale up awareness and advocacy around our priority late-stage pipeline assets
- Launch readiness reviews with EU and NL leadership team considered best-in-class
- Uptake in the first 6 months of launches exceeding historical and /or relevant competitor benchmarks
- Obtain excellent scores in people-manager and team surveys (GLINT)

Minimum Requirements:

- Language: Dutch and English fluent spoken & written

Work Experience:

- At least 8 years of relevant work experience in the pharmaceutical industry, preferably with product launches
- Proven track record of leading people
- Proven track record of navigating complex internal and external Healthcare landscapes
- Experience with development of strategies and re-shaping/building new disease markets
- In-depth knowledge and understanding of the Dutch healthcare landscape and solid experience with customer engagement
- Experience with sales forecasting and financial work

- Experience in different functions (access, medical, commercial,...) is a plus

Skills:

Strategic and agile mindset
Strong (internal and external) network skills
Strong knowledge of Health Care system landscape in NL
Advanced coaching and people-leading skills
Advanced organizational skills
Business acumen
Demonstrated flexibility and work-agility
Demonstrated motivational skills
Excellent analytic and digital skills

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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部門

International

部門

Innovative Medicines

国

Netherlands

勤務地
Amsterdam

Company / Legal Entity
NL08 (FCRS = NL008) Novartis Pharma NL

Functional Area
Market Access

職種
Full time

雇用形態
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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