

Head Medical Excellence and Operation

Job ID

REQ-10036908

Mar 04, 2025

India

Summary

To drive medical excellence and operations in assessing the quality of the execution of medical strategic plans, launch readiness for key medicines including medical resource deployment, tools, resources, and key processes. Overview key medical projects and activities. Build, manage and lead local Field Medical team while driving strategic and tactical direction and execution of FME objectives in alignment with local Franchises and Regional & Global Field Medical Excellence group.

About the Role

Key Responsibilities

- Lead the capability building across the medical organisation. Lead the deployment of global tools and systems and manage field medical metric reporting and tracking. Build an inspired community of field medical nurturing the Novartis culture.
- Guide and ensure the implementation of an effective medical organisation in alignment with the global function, which is highly customer oriented and patient centric. Accountable for implementing of high quality standardized medical related processes.
- Enable local coaching: processes, tools, guidance and conduct of coaching for managers and medical associates, guide the implementation of processes around local insights gathering and exchange across functions, engagement strategy and execution, establish regional Network/s and maintain processes to optimize communication and exchange including best practices, accountable to ensure capability building of medical teams. Ensure local implementation of training curriculums and Individual Development Plans, and on boarding process, drive and establish standardised KPI's, tracking and reporting. drive the launch excellence model / framework for implementation by APMA medical teams. explore and identify new digital trends related to medical activities and establish a best practice-sharing platform for country initiatives.
- Operationalize and project manage select medical department projects in alignment with cross-functional stakeholders. Drive the spirit of "ONE Team" across all functions by supporting a team approach to focus on our patients, payers and customers as our top priorities
- Lead, manage and ensure the implementation of a local Field Medical organization across Franchises (coverage > 3 MSL managers).
- Ensure individual development plans and career path for all medical associates is in place, Guide the development and execution of local MSL plans and ensure alignment with Regional/Global plans, and other functions/Franchises within the CPO. Actively participate in CPO planning process (IPS and LRR) utilizing regional and local insights to shape the local MSL strategy.
- Accountable for the performance management, evaluation process, and organizational talent review process for the local FME team. Responsible for planning and execution of MSL manager/MSL training in

collaboration with Field Medical Excellence group and Franchises/GMATs. Accountable for implementing of high quality standardized medical related processes. Ensure implementation of medical affairs related processes and compliance procedures. Work within Integrity and Compliance policies and ensure those around him/ her do the same.

Role Requirements

- **Education** (minimum/desirable): Preferably MD or higher Degree. Proven competencies influencing skills, clinical research, insight, business and market knowledge.
- **Languages:** English fluent spoken & written.
- Proven leadership and experience in the global pharmaceutical industry of which
- >5 years in a management and/or team leadership role in Medical Affairs and/or Development. Proven competence in developing strategic capabilities at country and regional level.
- Superior leadership skills, including demonstrated ability to effectively lead, coach and manage field-based scientific/medical professionals.
- Proven business mindset including innovative and critical thinking with performance-oriented drive.
- Thorough understanding of internal/external ethical guidelines relevant to the pharmaceutical industry.
- Excellent interpersonal, communication, negotiation and presentation skills.
- Strong personal integrity, teamwork abilities, and a customer focus are necessary.

Desirable Requirements: Medical excellence

Why Novartis:

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity and Inclusion:

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

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:
<https://talentnetwork.novartis.com/network>

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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Business Unit
Innovative Medicines
Location
India
Site
Mumbai (Head Office)
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Job Type
Full time
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Regular
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