

# DM

Job ID  
REQ-10016248  
Juli 18, 2024  
China

## Summary

-The First Line Sales Manager (FLM) drives sales performance by leading a diverse commercial team and engaging with key stakeholders to drive tailored customer experiences and deliver value. They recruit, develop, retain and coach individuals to successfully deliver on strategic and commercial territory objectives. They instill a culture of high performance and accountability that inspires and motivates the team to execute on customer-centric brand strategy and tactics in a compliant and ethical way. The FLM leads executes and follows up on brand strategy and tactics in their regions, sharing field insights in order to drive customer engagement and performance.

## About the Role

### Major accountabilities:

- Lead and Grow the Business

### Key performance indicators:

- To be populated at local level, based on the guidance that will follow from IMI Field Engagement Performance Management Council outcomes.

### Minimum Requirements:

#### Work Experience:

- Sales in Healthcare / Pharma / related business.
- Pre-launch activities.
- Market Knowledge and Network is desirable.
- Able to understand changing dynamics of Pharmaceutical industry.

#### Skills:

- Analytical Skill.
- Change Management.
- Coaching.
- Collaboration.
- Commercial Excellence.
- Complexity Management.
- Compliance.
- Ethics.
- Healthcare Sector.

- Leadership.
- Management.
- Mentorship.
- Problem Solving Skills.
- Professional Communication.
- Team Work.

**Languages :**

- English.

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China

State  
Beijing  
Site  
Fuzhou (Fujian Province)  
Company / Legal Entity  
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd  
Functional Area  
Der Umsatz  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No  
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