NOVARTIS

Sales Representative (Derm)

Job ID
REQ-10089501
Nov 02, 2026
LOC_NL

About the Role

Major accountabilities:

- Execute the ICE field execution framework by:
  - segmenting customers according to company standards (e.g., via ViP tool),
  - applying value-based tiering,
  - using tailored promotional content and key messages by segment audience,
  - adhering to data driven call plans suggestions (e.g., via IDS+),
  - consistently deploying personalized omnichannel customer journeys enabled by global International digital tools (e.g., RepAI, IDS+, OnCore,Veeva, etc.),
  - timely documenting customers visits.
- Deliver high-quality, compliant product promotion in-field activities and customer engagements, in alignment with brand and TA strategies and by:
  - applying approved messages through the 6 Impact Behaviors (6IBs) selling model,
  - leveraging technology enablement to enhance customer engagement (e.g. RepAI, IDS+, OnCore, Veeva, CRM, etc.),
  - continuously improving execution quality through building on coaching feedback inputs, field effectiveness assessment reports (STEM) and performance insights (e.g. BEST, C360, etc.) with respective area manager and/or sales head.
- Act as a trusted therapeutic area commercial partner to HCPs, explaining clinical data, evidence, and appropriate product use.
- Maximize technology enablement support systems, e.g. “next best action” proposals,to enhance customer engagement impact.
- Collect, interpret, and share field insights on best practices, customer needs, market dynamics, competitor activity, and territory needs and priorities, to develop actions to address them.
- Participate in or contribute to local events, meetings, and promotional activities in compliance with governance standards.
- Collaborate cross-functionally with TA Marketing, Medical TA, Value & Access, and Execution Excellence partners.
- Operate fully in line with Novartis policies, ethical standards, and local regulatory requirements

Key performance indicators:

- Achievement of sales targets and objectives
- Quality and effectiveness of customer interactions, including adherence to: 6IBs selling model, value-based tiering and personalized omnichannel customer engagement targets achievement
- Coverage and frequency against suggested call plans
- Adherence to compliance, reporting, and CRM standards
- Quality of insights provided to cross-functional teams
- Progress on field effectiveness assessment (incl Capability building requirements)
- Adherence to International Commercialization Excellence – field sales guidelines and targets
- Completed product and disease knowledge tests (if applicable)

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: € 60.100 to € 111.700

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.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/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.

Role Requirements

Primary location salary range
€60,100.00 - €111,700.00
Division
DIV_IM
Business Unit
General Management
Location
LOC_NL
Site
Amsterdam
Company / Legal Entity
NL08 (FCRS = NL008) Novartis Pharma B.V.
Functional Area
FCT_SA
Job Type
Full time

Employment Type
Regular (Sales)
Shift Work
No
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