NOVARTIS

Medical Renal Head

Job ID
REQ-10091233
Nov 05, 2026
LOC_CN

About the Role

Major Accountabilities

1. Therapeutic Area Medical Strategy & Leadership

- Lead the development and execution of the China Renal Medical Strategy and Medical Plan, ensuring strong scientific rationale, clear strategic priorities and alignment with overall portfolio and business priorities.
- Maintain a comprehensive understanding of the renal disease landscape, including IgA nephropathy, chronic kidney disease and other relevant current or emerging renal diseases, and translate evolving science into actionable medical priorities.
- Identify key unmet medical needs, evidence gaps, clinical practice gaps and opportunities where Medical can meaningfully influence patient care.
- Provide scientific and medical leadership throughout the product lifecycle, from early asset planning and pre-launch readiness through launch, indication expansion and lifecycle management.
- Serve as the senior Medical voice for the renal portfolio in key cross-functional strategic discussions and decision-making forums.

2. Evidence Generation

- Develop and lead an integrated evidence-generation strategy that addresses critical scientific and clinical practice questions relevant to China.
- Identify evidence gaps and prioritize appropriate evidence-generation approaches, including local clinical studies, real-world evidence, database research and other scientifically appropriate initiatives.
- Ensure China-specific evidence needs are represented in regional and global evidence planning and identify opportunities for China to contribute to global scientific evidence.
- Oversee the scientific quality, strategic relevance and timely execution of Medical-sponsored studies and other evidence-generation initiatives.
- Translate emerging evidence into clear implications for medical strategy, clinical practice and future research priorities.

3. Scientific Engagement & External Medical Leadership

- Develop and maintain high-quality scientific partnerships with leading nephrologists, academic institutions, medical societies and other relevant healthcare stakeholders.
- Identify emerging scientific trends and systematically generate medical insights from external experts and the broader healthcare ecosystem.
- Ensure medical insights are translated into strategic actions and contribute to local, regional and global decision making.
- Support appropriate scientific collaboration with professional societies on clinical guidelines, expert consensus, disease education and improvement of clinical practice, in accordance with applicable governance and compliance requirements.
- Represent the organization, when appropriate, in high-level scientific exchanges and external medical engagements.

4. Scientific Communication & Evidence Dissemination

- Develop a comprehensive scientific communication strategy for the renal portfolio based on the most important

scientific questions and evidence milestones.
- Ensure timely, accurate and impactful communication of new clinical evidence through congresses, publications, scientific meetings, advisory boards and other appropriate medical channels.
- Translate complex scientific data into meaningful clinical implications for different stakeholder groups while maintaining scientific rigor and balanced communication.
- Partner with Field Medical to ensure major scientific developments are translated into relevant and consistent scientific engagement with healthcare professionals.

5. Pipeline, Launch Readiness & Lifecycle Management

- Lead Medical contribution to early asset assessment, indication prioritization, disease-area strategy and launch readiness for renal pipeline assets.
- Provide medical input into Target Product Profiles, clinical development considerations, evidence requirements and China-specific opportunities where appropriate.
- Anticipate future changes in the renal treatment landscape and assess their implications for current and pipeline assets.
- Ensure medical readiness ahead of key milestones, including regulatory decisions, pivotal data readouts, guideline changes and launches.
- Work cross-functionally to identify barriers across the patient journey, while maintaining the independence and scientific integrity of the Medical function.

6. Cross-functional and Global Collaboration

- Act as a strategic Medical partner to Commercial, Market Access, HEOR, Regulatory, Development and other functions while maintaining appropriate Medical governance and independence.
- Build strong partnerships with Global and International Medical teams to ensure alignment of scientific strategy and maximize China's contribution to global programs.
- Bring China-specific disease characteristics, clinical practice, healthcare system needs and external insights into global strategic discussions.
- Support cross-portfolio opportunities across cardiovascular, renal and metabolic medicine where scientifically appropriate.

7. People & Capability Leadership

- Lead, develop and inspire the Renal Medical team, creating a culture of scientific excellence, strategic thinking, ownership and collaboration.
- Set clear priorities and expectations, coach team members and support individual career and capability development.
- Strengthen team capabilities in areas such as strategic medical planning, evidence generation, scientific storytelling, insight generation and external engagement.
- Foster close collaboration between office-based Medical and Field Medical teams.
- Build succession and talent pipelines required to support the evolving renal portfolio.

8. Medical Governance, Quality & Compliance

- Ensure Medical activities are conducted with high scientific and ethical standards and in accordance with applicable company policies, local regulations and industry requirements.
- Maintain appropriate scientific independence and ensure balanced, evidence-based medical communication.
- Provide Medical oversight for relevant materials, activities and scientific initiatives.
- Promote a culture in which patient interests, scientific integrity and compliance remain fundamental to decision making.

既往工作经验 Experience

- 医学、药学相关专业背景；医学博士（MD）、博士（PhD）或其他高级医学/科学学位优先。有肾科临床专业背景优先。
- 具备制药行业Medical Affairs相关工作经验，并有一定年限的团队管理或TA leadership经验；有Medical Lead、Medical

Head或类似岗位经验者优先。
- 具备肾脏疾病领域相关经验，对CKD及重点肾脏疾病具有扎实理解；有IgA肾病、CKD、ADPKD、免疫性肾病或心肾代谢领域经验者优先。
- 有制定和执行Medical Strategy / Medical Plan的实际经验，能够将疾病领域 unmet needs、临床实践变化、竞争格局及产品生命周期阶段转化为清晰的医学优先事项。
- 具备上市前及上市后Medical Affairs经验，包括新产品/新适应症launch preparation、evidence generation、scientific communication、KOL engagement及medical education等。
- 有证据生成经验，能够参与或领导RWE、phase IV、数据库研究等项目，并能够从业务和临床需求出发识别有价值的evidence gaps。
- 熟悉中国医学环境及肾脏领域生态系统，包括主要学会、指南/共识制定、主要专家网络和中国临床实践特点。
- 有与Global及跨职能团队合作的经验，能够在复杂矩阵组织中推动关键医学项目。

Capabilities & Skills

- Strategic leadership: Ability to translate evolving science, unmet medical needs and changes in clinical practice into clear medical strategies and priorities.
- Scientific excellence: Strong scientific judgment and ability to critically interpret emerging data and assess their implications for clinical practice.
- Evidence strategy: Ability to identify evidence gaps and develop evidence-generation strategies addressing meaningful clinical questions.
- People leadership: Demonstrated ability to lead, coach and develop high-performing Medical teams.
- Stakeholder influence: Strong ability to influence without authority across Medical, Commercial, Market Access, Development and Global/Regional teams while maintaining Medical independence.
- External engagement: Ability to establish trusted scientific partnerships with leading experts and academic organizations.
- Communication: Excellent executive-level communication skills in Chinese and English, with the ability to articulate China Medical perspectives and influence senior global stakeholders.
- Execution: Strong prioritization, decision-making and execution capabilities in a complex, fast-changing environment.

Role Requirements

Division
DIV_IM
Business Unit
Development
Location
LOC_CN
Site
Shanghai (Shanghai)
Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd
Functional Area
FCT_RD
Job Type
Full time
Employment Type
正式
Shift Work
No
Apply to Job

Job ID
REQ-10091233

Medical Renal Head

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