NOVARTIS

MSL lead - Renal

Job ID
REQ-10091240
Nov 05, 2026
LOC_CN

About the Role

Major Accountabilities

1. Field Medical Strategy & Execution

- Translate the China Renal Medical Strategy into a clear and actionable field medical strategy and execution plan.
- Lead prioritization of Medical Experts, institutions, scientific topics and engagement objectives based on medical strategy and unmet needs.
- Ensure high-quality execution of MSL activities with clear scientific objectives, appropriate stakeholder segmentation and measurable medical impact.
- Continuously optimize field medical deployment based on evolving disease landscapes, new evidence, external insights and portfolio priorities.
- Partner closely with the Renal Medical team to ensure field execution remains aligned with the overall Medical strategy.

2. Scientific Leadership

- Maintain deep and up-to-date knowledge of renal diseases, with particular focus on glomerular diseases and IgA nephropathy, as well as relevant emerging science and treatment paradigms.
- Provide scientific leadership and coaching to ensure MSLs can conduct credible, peer-to-peer scientific exchange with leading nephrologists and other relevant stakeholders.
- Drive consistent understanding and communication of scientific narratives across the MSL team.
- Support MSL readiness for major data readouts, congresses, guideline updates, launches and other key medical milestones.
- Enable MSLs to translate complex scientific evidence into clinically meaningful scientific dialogue.

3. Medical Expert Engagement & Scientific Partnership

- Build and continuously strengthen trusted scientific partnerships with national and regional Medical Experts and key academic institutions.
- Ensure MSL engagement is based on clearly defined scientific objectives and relevant unmet medical/scientific needs.
- Enable high-quality scientific exchange around disease understanding, evolving evidence, clinical practice and treatment paradigms.
- Support appropriate scientific collaboration with professional societies, academic institutions and investigator networks in partnership with the broader Medical team.
- Strengthen scientific engagement with key renal centers and support expansion into priority institutions and geographies according to Medical strategy.

4. Insight Generation & Translation

- Build a strong, systematic and actionable medical insight generation capability across the MSL team.
- Coach MSLs to move beyond information collection toward identification of meaningful scientific and clinical insights.
- Synthesize field insights across regions to identify emerging unmet needs, evidence gaps, barriers to clinical practice and opportunities for Medical action.

- Partner with the Medical team to translate actionable insights into adjustments in medical strategy, evidence generation, scientific communication and educational initiatives.
- Establish effective feedback loops so that field-generated insights inform strategy and subsequent actions are communicated back to the field.

5. People Leadership & Capability Building

- Lead, coach and develop a high-performing Renal MSL team with strong scientific credibility, strategic thinking and execution excellence.
- Set clear expectations, objectives and development priorities for individual MSLs and the overall team.
- Conduct ongoing coaching and field accompaniment to strengthen scientific engagement, insight generation and strategic account planning capabilities.
- Identify talent and create meaningful development opportunities, supporting career progression within Field Medical and broader Medical functions.
- Build a collaborative, inclusive and accountable team culture.
- Lead onboarding and capability development for new MSLs as the team and portfolio evolve.

6. Evidence Generation & Medical Education

- Identify evidence gaps and research opportunities through systematic field insights and external scientific engagement.
- Support local evidence-generation initiatives by connecting relevant investigators, scientific questions and unmet evidence needs with the Medical team.
- Facilitate high-quality scientific exchange around emerging local and global evidence.
- Contribute to medical education initiatives that address meaningful scientific and clinical practice gaps.
- Support guideline/consensus implementation and other evidence-to-practice initiatives where aligned with Medical strategy.

7. Cross-functional Medical Leadership

- Serve as a key Field Medical partner within the Renal Medical team.
- Bring external scientific perspectives and field insights into internal strategic discussions and decision-making.
- Maintain appropriate Medical independence and ensure scientific integrity in all cross-functional interactions.
- Contribute to launch readiness, access-related scientific needs and lifecycle medical strategy from a Field Medical perspective.

8. Governance & Compliance

- Ensure all MSL activities and scientific engagements are conducted in accordance with applicable laws, regulations, industry codes and Novartis policies.
- Ensure high standards of scientific accuracy, documentation and operational excellence across the team.
- Foster a culture in which scientific integrity and patient benefit guide decision-making.

Education

- Advanced degree in medicine, pharmacy, life sciences or another relevant scientific discipline.
- MD, PharmD or PhD preferred.

Experience

- Strong experience in Medical Affairs and/or Field Medical roles within the pharmaceutical industry.
- Demonstrated experience in scientific engagement with senior Medical Experts and academic stakeholders.
- Previous people leadership, team leadership or significant coaching experience strongly preferred.
- Experience in nephrology, immunology, or CRM related areas preferred.
- Experience supporting launches, evidence generation and/or major Medical transformation initiatives would be an

advantage.

Key Competencies

- Scientific & Clinical Acumen
  Ability to understand and communicate complex renal science and clinical evidence.
- Strategic Thinking
  Ability to connect Medical strategy with field priorities and make thoughtful resource prioritization decisions.
- People Leadership
  Ability to coach, develop and inspire a geographically distributed Field Medical team.
- External Stakeholder Leadership
  Ability to build credible peer-level scientific relationships with senior Medical Experts.
- Insight Excellence
  Ability to distinguish observations from true insights and translate insights into strategic Medical action.
- Execution Excellence
  Ability to convert strategy into prioritized, high-quality field execution.
- Collaboration & Influence
  Ability to influence across Medical and cross-functional teams without compromising scientific independence.
- Learning Agility & Change Leadership
  Ability to lead the team through rapidly evolving scientific evidence, new launches and changing clinical practice.

Role Requirements

Division
DIV_IM
Business Unit
Development
Location
LOC_CN
Site
Beijing (Beijing)
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
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