NOVARTIS

First Line Manager

Job ID
REQ-10089041
Nov 10, 2026
LOC_BE

About the Role

Key Responsibilities

- Lead, coach, and develop a team of Sales Representatives to achieve sales, market share, productivity, and performance objectives across the disease area portfolio.
- Develop and execute area business plans aligned with national strategic priorities and brand objectives.
- Build a culture of high performance through ongoing coaching, capability development, feedback, and talent management.
- Drive excellence in execution by ensuring the right customer engagement, content, channel, timing, and messaging across customer interactions.
- Utilize customer and market insights to optimize territory performance, prioritize opportunities, and enhance customer impact.
- Foster deep understanding of disease areas and products while ensuring field team capability development.
- Lead strategic account engagement and support the development and execution of cross-functional account plans.
- Collaborate closely with Medical, Value & Access, Patient Engagement, Key Account Management, and Customer Success teams to maximize customer and patient outcomes.
- Identify barriers throughout the patient journey and work with internal and external stakeholders to improve diagnosis, treatment access, and quality of care.
- Manage resources and operating budgets effectively to ensure optimal return on investment.
- Maintain high standards of compliance and ensure adherence to all company policies, procedures, and ethical standards.
- Ensure timely reporting of adverse events, technical complaints, and other product-related information in accordance with Novartis policies.

Essential Requirements

- Proven leadership experience within the pharmaceutical, biotechnology, healthcare, or related industry.
- Strong track record of delivering commercial results and leading high-performing teams.
- Experience in diverse therapy areas, specialty care, or hospital-based environments preferred.
- Demonstrated ability to develop business plans and translate strategy into execution.
- Strong coaching, people development, and stakeholder management skills.
- Excellent communication and influencing capabilities across a complex matrix organization.
- Experience utilizing data, analytics, and customer insights to drive decision making.
- Ability to lead through change and navigate a dynamic healthcare environment.
- Strong understanding of healthcare systems, customer engagement, and account management principles.
- Bachelor's degree required; advanced degree preferred.
- Fluent Dutch and/or French, English

Why Novartis?

Our people are at the heart of everything we do. We are committed to creating an inclusive environment where diverse perspectives drive innovation and where associates are empowered to make a meaningful impact on patients' lives.

Join us and help transform the future of medicine while developing your career in a truly global organization.|

Commitment to Diversity & Inclusion

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

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: 71,300.00 - 101,900.00 - 132,500.00 EUR Annual

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.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

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

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Role Requirements

Primary location salary range
€71,300.00 - €132,500.00
Division
DIV_IM
Business Unit
General Management
Location
LOC_BE
Site
Diegem

Company / Legal Entity
BE03 (FCRS = BE003) Novartis Pharma nv-sa
Functional Area
FCT_SA
Job Type
Full time
Employment Type
Regular (Sales Manager)
Shift Work
No
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REQ-10089041

First Line Manager

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