

Country Promotion Manager | Immunology

Job ID

REQ-10070419

Feb 12, 2026

LOC_PL

About the Role

Key Responsibilities

- Drive sales, promotion, and development in designated accounts to achieve commercial goals
- Develop and execute tailored key account strategies and action plans
- Lead contract negotiations and support targeted initiatives for strategic accounts
- Analyze market trends and competitor activity to inform account planning
- Organize customer events and programs aligned with business objectives
- Ensure timely and accurate CRM data entry and stakeholder mapping
- Coach and support sales team development through training and performance guidance

Essential Requirements

- Proven experience in key account management within the healthcare or pharmaceutical industry
- Demonstrated success in driving sales and revenue growth in complex account environments
- Strong understanding of clinical trial design, data interpretation, and reporting
- Excellent communication and stakeholder engagement skills across cross-functional teams
- Proficiency in CRM systems and data-driven decision-making
- Fluency in English, both written and spoken

Desirable Requirements

- Previous experience in a similar position or marketing will be an advantage
- Experience managing or mentoring sales teams in a matrixed, cross-functional environment
- Familiarity with immunology/dermatology therapeutic areas

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:

• Poland: PLN 224,800 – 417,400

The 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.

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 will 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-

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.

Commitment to Diversity and Inclusion / EEO paragraph:

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

Role Requirements

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Primary location salary range

zł224,800.00 - zł417,400.00

Division

DIV_IM

Business Unit

Sales

Location

LOC_PL

Site

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular (Sales Manager)

Shift Work

No

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