

Country President, Levant

Job ID

REQ-10069998

Mar 31, 2026

LOC_JO

About the Role

Performance & Growth:

- Lead, manage and develop the overall performance of the Novartis country organization, delivering sales and profits within agreed budgets, prepare best-in-class launches & un-leash the full potential of strategic portfolio to ensure the country growth plan.
- Create a compelling vision, mobilize the organization to execute on key launches (Strategic mindset and strong in translating the strategic priorities in operational actions).
- Based on global strategy, develop country execution plans across the portfolio to ensure success of country strategy.
- Country President should ensure having established PV system in place including proper Adverse events Management.

Transformation & Innovation:

- Drive organization transformation and build organizational capabilities in line with business strategy. Strengthen Novartis country organization by developing an excellence-oriented and customer-focused culture, fostering innovation, and building best-in-class teams that fully exploit all market opportunities, and internal systems, programs, and tools.
- Anticipate change and lead the transformation of innovative access & commercial models to effectively shape the health ecosystem & IM business.
- Adapt & manage portfolio transformation based on mid to long term business growth.
- Oversee in-country joint ventures, in-licensing agreements, and other business relationships that impact long-term company results.
- Establish sustainable relationships with vetted distributors within a clear, robust, and compliant framework supported by Novartis Pharma Services
- Regularly monitor and actively oversee the High-Risk Countries while assessing the suitability of the market environment.

External orientation & Stakeholder management:

- Proactively shape the country market environment, defend, and improve Novartis market position and depth of market access by developing strong, trust-based relationships with customers and stakeholders (especially regulators, Pharma and Healthcare associations, patient groups, customers, media, key accounts, and KOLs)
- Design, execute and iterate on a customer experience that is outcome orientated and enables the customer to interact in their preferred way (Patient Journey, HCP Journey, HCS Journey).
- Act as head and public face of the Novartis country organization, ensuring legal and ethical conduct, corporate compliance, and adherence to company guidelines and procedures.
- Participate actively in IM International cluster/regional forums, inputting country level needs into global strategic decisions, and gathering best practices for use by Novartis country organization functions. Represent the country in a visible way in the Corporation.

- Communicate clear Novartis country organization business vision and strategy (based on global vision/strategy) and ensure that these are reflected in a focused, lean, and re-sponsive country organization.

Leadership & Culture

- Drive top-level talent acquisition (including other industries), succession planning and development of all associates within the Novartis country organization and strengthen the local/regional/global talent pipeline through talent exchange and development of tal-ent that takes full advantage of available stretch opportunities both inside and outside of the country.
- Actively coach and partner with direct reports to build and implement their development plans and conduct their performance appraisal discussions.
- Demonstrate strong self-awareness to instill a personal growth mindset evolving to the business, customer, and company's needs.
- Inspire people through role modelling cultural behaviors to enable the organization to transform & perform. Build diverse, effective & agile teams who deliver consistently.
- Ensure local & global compliance in alignment with mandates

Fieldwork involves meeting key external stakeholders (authorities, top KOLs, distributors) and accompanying medical reps in visiting HCPs as double visits.

Education:

- University degree in business or law.
- Advanced degree in business, and/or economics and law.

Languages:

- English, Arabic would be a Plus.

Experience/Professional Requirement:

- Proven track-record of P&L responsibility.
- Extensive (>10) years' experience in leadership positions within the pharmaceutical industry.
- Previous GM experience- required.
- Strong understanding of Levant Group countries and their market environments.
- Experience of full distributor model highly preferred.
- Previous role in High-Risk Country desirable.
- X-functional experiences are desirable.
- Strong relationships with KOLs in regulatory bodies, customers, and/or media.
- Proven understanding of product launch and product commercialization processes.
- Significant leadership experience, and proven ability to manage, team with, and motivate associates of widely varying backgrounds across a dispersed and matrixed organization.
- Proven experiences to lead transformation processes successfully.
- Significant tolerance and ability to deliver under high ambiguity/uncertainty & complexity, resilience, ability to manage

crisis & turnarounds.

- Proven ability and experience of risk management.
- Strong results orientation, and willingness to have extensive involvement in Novartis country organization day-to-day operations.
- Excellent oral and written communication and presentation skills.
- Excellent persuasive and influencing skills.
- Compliance mindset to control risk and governance.

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 \(PDF 30 MB\)](#)

Division

DIV_IM

Business Unit

Sales

Location

LOC_JO

Site

Jordan

Company / Legal Entity

JOP0 (FCRS = CH024) NPHS RO Jordan

Functional Area

FCT_CM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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