

China, Head of S&E

Job ID

REQ-10075145

Apr 08, 2026

LOC_CN

About the Role

Within BD&L

- Defines the China S&E Search Priorities that are aligned with the Global TA Strategies
- Ensures the China S&E team delivers on the Global search priorities
- Ensures team proactively identifies external growth opportunities along the RDC continuum in China
- Ensures team efficiently screens inbound global opportunities and liaises with the global S&E team to triage these opportunities; ensures documenting of all incoming opportunities and all declines / next steps
- As member of S&E LT, provides insights, strategic guidance on deal-making in China while staying closely connected to the global business interests of each TAL
- Enables the China S&E team to be key members of the China local office and the global S&E team

With S&G and other functions

- Closely works together with Novartis Senior Leaders within S&G and throughout the organization to align regional commercial interests with broader enterprise priorities
- Attracts, educates, and develops talent and fosters collaboration within the broader global S&E team, C&BD sub-teams, and the wider NVS organization in close alignment with the Global C&BD Head
- Acts as the main BD&L point of contact to the Global Head S&E and has relationships with the local China office leadership team
- Builds enterprise relationships with key internal stakeholders across the organization

On processes and governance

- Helps to strengthen the front-end of the BD process to ensure the China S&E team has a fully comprehensive understanding of the ever-evolving landscape of opportunities and efficiently screens inbound opportunities, ensures documenting of all incoming opportunities and all review outcomes
- Creates a new structured, systematic approach to landscaping opportunities in China and implements/orchestrates the new process
- Collaborates closely with Global Head of S&E to bring Regional/China deals to appropriate governance (i.e. ECN-Deal Committee); and also with TA S&E Heads on Global or ex-China deals, as well as the China NPP Strategy team, and relevant TALs
- Accountable for establishing functional excellence & continued improvement to significantly enhance the value of the opportunity pipeline and prioritize the portfolio in accordance with scientific merit and strategic priorities
- Drive development and alignment of standards, processes, and tools across the Enterprise.

To the external world

- Represents Novartis as local C&BD Site Head to the external world in China
 - Is the point of contact for all new business opportunities that come to Novartis in China and works closely with the Global S&E team and C&BD teams
 - Has a very detailed knowledge of the industry and competitive landscapes in China region including biotech, as well as mid and large cap pipelines,
 - Is deeply entrenched in and connected with the China ecosystem ranging biotechs, VCs, PE, IBs and other investors
- Ensures appropriate representation of NVS at major conferences in China

- Is a recognized commercial and late-stage deal maker able to expertly navigate the C-suite of biotechs and senior executives in mid and large cap pharma
- Contribute to 'rebranding' NVS as the partner of choice and increases visibility and attractiveness of NVS as partner in China

Experience & Skills (Must to have)

- Strong scientific background
- Industry knowledge, at least 5-10 years experience
- Competitive intelligence
- Communication
- English and Mandarin Fluency.

Other Experience & Skills

- Broad experience and expertise structuring a range of commercial deal types with demonstrated success in crafting creative commercial deals (extensive commercial-stage deal sheet required)
- Deeply entrenched in the China biotech ecosystem with strong existing relationships with all relevant biotechs, VCs, PEs and IBs
- A deep understanding of pharmaceutical & medical science and drug development with an excellent instinct for truly transformational innovation, and robust and strong understanding of commercialization
- Exhibit an entrepreneurial spirit to generate new ideas and ways of working
- Stakeholder engagement – engages, influences, aligns and leads internal and/or external stakeholders
- Strong capability to lead without formal authority in a matrix environment
- Organizationally savvy – manages and communicates effectively with different audiences using compelling arguments, manoeuvres comfortably through people-related organizational dynamics and uses expert influencing skills to achieve superior business outcomes
- Ability to drive organizational transformation and change management, balancing the human, operational and strategic aspects to set the pace of execution of change
- Ability to effectively manage difficult situations and drive towards constructive resolution
- Team player with proven track record of people development
- Strong ethical values, bridging different opinions and generating consensus to achieve a common goal
- Strong international work experience

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_SG

Business Unit

Strategic Planning & BD&L

Location

LOC_CN

Site

Shanghai (Shanghai)

Company / Legal Entity

CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.

Functional Area

FCT_BS

Job Type

Full time
Employment Type
Regular
Shift Work
No
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