

# MSL Manager -Hema

Job ID

REQ-10076632

Apr 27, 2026

LOC\_CN

## About the Role

Key Responsibilities :

- Be responsible for team recruiting, on-board training, MSL field scientific work coaching, management and performance evaluation of Medical Science Liaisons (MSLs) team
- Be responsible for direct report's performance management, evaluation process, and organizational talent review process for the MSL team. Ensure implementation of MSL processes within the team
- Coordinate the collection and reporting of consolidated KOL and key account insights that may impact Novartis development plans, trial designs, launch strategies and tactics, and medical education programs tailored to physician need
- Implement, ensure execution of product-specific strategic and tactical plans under IPS aligned strategy and prioritize, allocate appropriate projects for team members
- Recruit, hire and on-board a high performing team of MSLs in conjunction with others. Optimize resources with assigned team priorities.
- Ensure consistent application of effective technology to enhance productivity of the team. Manage strategically-aligned KOL management budgets, within a therapeutic team of MSLs to ensure team productivity
- Serve as an interface between related therapeutic area team and other functions.
- Support and contribute to Medical Affairs' objectives.

Essential Requirements:

- MD, PharmD., pharmacist, PhD, Master above degree in medical or other life sciences
- Languages: Chinese and English
- Medical Science and Disease Area Knowledge
- Stakeholder Engagement& Experience
- Scientific Communication& Education
- AI-enabled Analytics& Insights
- Healthcare systems& partnerships
- Integrated Evidence Generation
- Agile& innovative leadership

## 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>

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DIV\_IM  
Business Unit  
Development  
Location  
LOC\_CN  
Site  
Shanghai (Shanghai)  
Company / Legal Entity  
CN09 (FCRS = CN009) Shanghai Novartis Trading Ltd.  
Functional Area  
FCT\_RD  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No  
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