

Sales Representative NS - Bucharest

Job ID

REQ-10082596

Jul 02, 2026

LOC_RO

About the Role

Job description

Key responsibilities

- Execute territory and field engagement plans by segmenting and prioritizing customers, applying tailored messaging, and following data-driven call plans and engagement recommendations.
- Deliver personalized omnichannel customer journeys using approved digital platforms and tools while ensuring timely and accurate documentation of customer interactions.
- Conduct high-quality, compliant product promotion and customer engagements aligned with brand and therapeutic area strategies.
- Apply approved scientific and promotional messages through established sales methodologies and continuously enhance execution quality through coaching, feedback, and performance insights.
- Act as a trusted therapeutic area partner to healthcare professionals by communicating clinical evidence, product value, and appropriate product use.
- Leverage digital, AI-enabled, and customer engagement technologies to maximize the effectiveness and impact of customer interactions.
- Collect, analyze, and share field insights on customer needs, market trends, competitor activities, and territory opportunities to support business decisions and actions.
- Participate in local events, meetings, and promotional activities while ensuring full compliance with governance and company standards.
- Collaborate closely with Sales, Marketing, Medical, Value & Access, and other cross-functional stakeholders to ensure aligned execution and customer value delivery.
- Operate consistently in accordance with Novartis policies, ethical standards, compliance requirements, and local regulations.

Requirements

- University degree in life sciences, business, or a related field; country language required and English desirable; proven experience in pharmaceutical or healthcare sales.
- Strong customer engagement, relationship-building, and stakeholder management skills.
- Ability to effectively execute omnichannel customer engagement and journey strategies.
- Commercial mindset with a strong focus on results, execution excellence, and achieving sales objectives.
- Solid analytical capabilities with the ability to interpret performance data, insights, and KPIs.
- Excellent communication, presentation, and interpersonal skills.
- Ability to work independently while collaborating effectively within cross-functional teams.
- Experience using digital and AI-enabled tools to enhance productivity and customer engagement.
- Strong organizational skills with the ability to manage priorities in a dynamic environment.
- High standards of integrity, ethics, compliance, and professional conduct.

Expected Annual Base Salary Range for role:

- 127,890.00 - 237,510.00 RON 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

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.

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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>

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

Role Requirements

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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

L127,890.00 - L237,510.00

Division

DIV_IM

Business Unit

Sales

Location

LOC_RO

Site

Bucuresti

Company / Legal Entity

RO07 (FCRS = RO007) NOVARTIS PHARMA SERVICES ROMANIA S.R.L

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular (Sales)

Shift Work

No

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