

Commercial Portfolio Head

Job ID

REQ-10078801

Jul 22, 2026

LOC_CZ

About the Role

Key responsibilities

- Identify, evaluate, negotiate, and manage strategic partnerships and alliances to enhance portfolio value and ensure long-term mutual benefit.
- Lead and scale international collaboration projects, assessing opportunities for expansion at regional and global levels.
- Drive digital marketing execution including channel optimization, content governance, and leveraging digital assets to support brand performance.
- Collaborate with TA Heads and cross-functional teams to align digital strategies and maximize synergy across priority brands.
- Own lifecycle management strategies including LoE planning, brand onboarding, and implementation of late-stage tactics to sustain value.
- Coordinate cross-functional collaboration (Legal, Finance, Supply Chain, Regulatory) to anticipate and manage post-LoE erosion and operational transitions.
- Manage portfolio financials including budgeting, forecasting, and performance monitoring aligned with investment guidelines.
- Monitor brand performance and market trends, enabling data-driven decisions and performance vigilance across the portfolio.
- Ensure operational excellence by managing ad hoc business requirements, regulatory alignment, and supply continuity to minimize stock-outs and inefficiencies.
- Lead cross-functional teams to execute priorities while fostering collaboration across complex stakeholder environments.
- Build and develop high-performing teams, driving talent development, succession planning, and a strong performance culture.
- Role model Novartis leadership behaviors, driving transformation, accountability, and a growth mindset across the organization.

Requirements

- University degree in science or business; advanced degree preferred; fluent English required with local language desirable; 10+ years leadership experience in pharma or life sciences.
- Proven track record of P&L ownership and commercial portfolio management.
- Extensive experience managing mature brand portfolios including lifecycle management and LoE strategies.
- Strong expertise in building and managing partnerships (co-promotion, distribution, licensing) with measurable outcomes.
- Solid understanding of digital marketing in regulated environments, including content governance and performance analytics.
- Proven ability to lead cross-functional teams and navigate complex stakeholder ecosystems.
- Strong strategic decision-making capabilities with prioritization frameworks and resource optimization skills.
- Demonstrated matrix leadership with experience building high-performing teams and driving talent development.
- Enterprise mindset with focus on long-term portfolio value and sustainability.
- Strong results orientation with disciplined resource management and ROI focus.

Benefits & 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: 2,094,050.00 to 3,888,950.00 CZK

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.

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.

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); MultiSport Card; Find out more about Novartis Business Services: <https://www.novartis.cz/>

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.

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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

Kč2,094,050.00 - Kč3,888,950.00

Division

DIV_IM

Business Unit

General Management

Location

LOC_CZ

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area

FCT_CM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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List of links present in page

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