

Sales Head Immunology

Job ID

REQ-10084622

Jul 28, 2026

LOC_ES

About the Role

As Sales Head, Immunology, you will:

- Lead, inspire and develop the Immunology field organization, fostering a culture of high performance, accountability, inclusion and continuous learning.
- Build organizational capability through coaching, talent development, succession planning, employee engagement and retention initiatives.
- Translate franchise strategy into actionable field execution plans, ensuring alignment and consistent implementation of business priorities across all regions.
- Drive execution excellence through the leadership of First Line Managers, ensuring achievement of sales, market share and organizational objectives.
- Maximize the performance of established brands while leading successful launch readiness and commercialization activities for new therapies.
- Champion customer-centric engagement strategies by integrating face-to-face, digital and omnichannel approaches that enhance customer value and experience.
- Lead sales force effectiveness initiatives, including CRM excellence, targeting, incentive systems, performance analytics, territory design and execution metrics.
- Optimize resource allocation and budget management to maximize business impact and organizational effectiveness.
- Monitor market dynamics, customer insights, competitive activity and healthcare trends to identify opportunities and strengthen commercial performance.
- Collaborate closely with cross-functional partners across Marketing, Medical, Market Access, Government Affairs, Sales Force Effectiveness and other key functions to deliver franchise objectives.
- Serve as a key member of the Immunology Leadership Team, contributing to strategic business decisions and long-term growth.
- Ensure full compliance with Novartis policies, ethical standards and regulatory requirements, including timely reporting of adverse events, technical complaints and special case scenarios.

Requirements

- Bachelor's or advanced degree in relevant areas is required.
- At least 4 years' experience in direct leadership & people management: Sales management experience with a track record of change management, recruitment and talent development.
- Customer-centric leadership: demonstrated experience in leading customer engagement strategy, creating joint value, and implementing commercial rigor.
- Proven record of driving critical commercial outcomes grounded in a deep understanding of customer needs (patients, HCPs, healthcare partners, government & healthcare ecosystem).
- Experience in strategic office-based positions (Marketing, Market Access, Excellence&Execution, Solutions).
- Performance management: track record of delivering performance targets and budget management successfully across cross-functional teams.
- Fluency in both Spanish and English languages.

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: 91,800.00 - 131,200.00 - 170,600.00 EUR 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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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

€91,800.00 - €170,600.00

Division

DIV_IM

Business Unit

Marketing

Location

LOC_ES

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Alternative Location 1

LOC_ES

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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