

# Country President, Levant

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REQ-10069998  
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Иордания

## Сводка

The Levant Group Countries are made of 3 types of countries:

- 1) Reps Office operating model: Jordan, Iran
- 2) Distributor operating model: Lebanon, Palestine,
- 3) High Risk countries including Syria, Iraq, Yemen, Libya

The Novartis Country President for Levant Group Countries has ultimate accountability for the strategy, operations, sales results, and quality of the IM portfolio in the sub-group country. He/she drives the performance, the customer-centric transformation, controls and monitors the risks and strengthens the distributor model to optimize the sub-country group organization to achieve our ambition in the markets.

This leader has a deep and successful track record of leading x-functional teams and a thorough understanding of the Pharma industry, specifically in this sub-region, including its market dynamics, volatility and uncertainty, business cycle, healthcare system and regulatory environment. He/ she has strong and successful experience in dealing with distributors and ensure high level of compliance to control risks and manage reputation. He/she successfully executes the country strategy, with time and energy spent in the field working with business functions and interfacing with key customers, distributors, and stakeholders. An individual in this role has demonstrated the ability to lead, partner with, and coach other senior professionals, and has the strength of character required to motivate employees across a country-wide organization.

Beyond his or her Levant level responsibilities, the Novartis Country President also provides a strong and consistent voice in cluster/regional forums, including the META Cluster leadership team. He/she develops a strong and successful partnership with the Novartis Pharma Services Team in Basel

## About the Role

### Performance & Growth:

- Lead, manage and develop the overall performance of the Novartis country organization, delivering sales and profits within agreed budgets, prepare best-in-class launches & un-leash the full potential of strategic portfolio to ensure the country growth plan.
- Create a compelling vision, mobilize the organization to execute on key launches (Strategic mindset and strong in translating the strategic priorities in operational actions).
- Based on global strategy, develop country execution plans across the portfolio to ensure success of country strategy.
- Country President should ensure having established PV system in place including proper Adverse events Management.

### Transformation & Innovation:

- Drive organization transformation and build organizational capabilities in line with business strategy. Strengthen Novartis country organization by developing an excellence-oriented and customer-focused culture, fostering innovation, and building best-in-class teams that fully exploit all market opportunities, and internal systems, programs, and tools.
- Anticipate change and lead the transformation of innovative access & commercial models to effectively shape the health ecosystem & IM business.
- Adapt & manage portfolio transformation based on mid to long term business growth.
- Oversee in-country joint ventures, in-licensing agreements, and other business relationships that impact long-term company results.
- Establish sustainable relationships with vetted distributors within a clear, robust, and compliant framework supported by Novartis Pharma Services
- Regularly monitor and actively oversee the High-Risk Countries while assessing the suitability of the market environment.

### External orientation & Stakeholder management:

- Proactively shape the country market environment, defend, and improve Novartis market position and depth of market access by developing strong, trust-based relationships with customers and stakeholders (especially regulators, Pharma and Healthcare associations, patient groups, customers, media, key accounts, and KOLs)
- Design, execute and iterate on a customer experience that is outcome orientated and enables the customer to interact in their preferred way (Patient Journey, HCP Journey, HCS Journey).
- Act as head and public face of the Novartis country organization, ensuring legal and ethical conduct, corporate compliance, and adherence to company guidelines and procedures.
- Participate actively in IM International cluster/regional forums, inputting country level needs into global strategic decisions, and gathering best practices for use by Novartis country organization functions. Represent the country in a visible way in the Corporation.
- Communicate clear Novartis country organization business vision and strategy (based on global vision/strategy) and ensure that these are reflected in a focused, lean, and responsive country organization.

### Leadership & Culture

- Drive top-level talent acquisition (including other industries), succession planning and development of all associates within the Novartis country organization and strengthen the local/regional/global talent pipeline through talent exchange and development of talent that takes full advantage of available stretch opportunities both inside and outside of the country.

- Actively coach and partner with direct reports to build and implement their development plans and conduct their performance appraisal discussions.
- Demonstrate strong self-awareness to instill a personal growth mindset evolving to the business, customer, and company's needs.
- Inspire people through role modelling cultural behaviors to enable the organization to transform & perform. Build diverse, effective & agile teams who deliver consistently.
- Ensure local & global compliance in alignment with mandates

Fieldwork involves meeting key external stakeholders (authorities, top KOLs, distributors) and accompanying medical reps in visiting HCPs as double visits.

**Education:**

- University degree in business or law.
- Advanced degree in business, and/or economics and law.

**Languages:**

- English, Arabic would be a Plus.

**Experience/Professional Requirement:**

- Proven track-record of P&L responsibility.
- Extensive (>10) years' experience in leadership positions within the pharmaceutical industry.
- Previous GM experience- required.
- Strong understanding of Levant Group countries and their market environments.
- Experience of full distributor model highly preferred.
- Previous role in High-Risk Country desirable.
- X-functional experiences are desirable.
- Strong relationships with KOLs in regulatory bodies, customers, and/or media.
- Proven understanding of product launch and product commercialization processes.
- Significant leadership experience, and proven ability to manage, team with, and motivate associates of widely varying backgrounds across a dispersed and matrixed organization.
- Proven experiences to lead transformation processes successfully.
- Significant tolerance and ability to deliver under high ambiguity/uncertainty & complexity, resilience, ability to manage crisis & turnarounds.
- Proven ability and experience of risk management.
- Strong results orientation, and willingness to have extensive involvement in Novartis country organization day-to-day operations.
- Excellent oral and written communication and presentation skills.
- Excellent persuasive and influencing skills.
- Compliance mindset to control risk and governance.

**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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 Коммерция и общий менеджмент  
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 Employment Type

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

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