

开发创新疗法是科学领域中最具挑战性、最重要和最有个人价值的领域之一。在我们追求将创新科学转化为患者价值的过程中，成为阿斯泰来的一员是一个令人兴奋的时刻！我们是一家拥有独特的合作和以患者为中心的文化的公司。

现对以下职位进行公开招聘，欢迎符合条件的同事投递简历或推荐外部候选人。

职位名称： Head, Key Account Management

部门： Multi-channel and KA Management

直线经理： Head, Multi-channel and Key Account Management

工作地点： Beijing/Shanghai

Purpose & Scope:

Develop national key accounts management strategic plan in alignment to corporate business growth strategy.

Lead central and regional KADs to drive and accelerate hospital listing and build short-long term strategic relationship with key stakeholders to maintain and improve hospital access to achieve business target.

Responsibilities and Accountabilities:

KA strategy planning and execution

1. Develop hospital listing and access maintenance strategy in national & region level with taking external and internal environment into consideration and alignment with company's overall strategy, sales & marketing plan.
2. Develop coverage national wide for existed TAs and listing strategy for

new TAs with alignment with brand strategy.

3. Identify and prioritize top KA target by market potential and importance based on KA strategy.

KOLs management and resources allocation

1. Analyse and manage the list of the KOLs in national and regional level.
2. Formulate the annual budget and resource allocation plan for central and regional KA team.
3. Build up strong relationship with key accounts, industrial associations etc. through innovative projects and with high standard ethics.
4. Manage the country/regional network and platform to enable the interaction with decision makers and key accounts.

Target hospitals listing and operational management.

1. Participate in defining the guideline for selection of target hospitals and selection process for target hospital.
2. Set-up regular tracking system to monitor the hospital listing progress.
3. Key accounts management in each sales area to ensure the safe operation of company products in target hospitals.
4. Conduct overall management of the KA team productivities and ROI evaluation.
5. Ensure that all activities undertaken by the KA team fully comply with the Company' s compliance policies and conduct compliance supervision.

Cooperation with cross functions

1. Regularly/timely communication with related departments, align and adopt the changes of the company's strategy and market brand plan.
2. Maximize to integrate and leverage internal resources and networks.

Team management and capability development

1. Build a professional team through on-site guidance and practice sharing.
2. Provide coaching and directions for national and regional KADs.
3. Develop training plan for KA team to provide related capability improvement and professional knowledge

Required Qualifications:

Education:

Bachelor' s degree or above preferably in business management

Knowledge & Skills:

4. Have good decision-making, team management, talent training and other leadership skills.
5. Proficient in medical, pharmaceutical, or health-related expertise in the company's existing product field
6. Proficient in management policies and working mechanisms related to product access in the pharmaceutical industry.
7. Strong customer planning and management skills
8. Excellent communication and coordination ability and complex affairs handling ability
9. Advanced knowledge of health economic and outcomes research methodology and principles are beneficial.
10. Fluent in English listening, speaking, reading, and writing.

Experience:

1. 10+ years of sales or KA experience in top pharmaceutical company with at least 3 years' experience of commercial lead.
2. Experience in Broad Market Access, including but not limited to Hospital Access, Commercial Access, NRDL/commercial insurance access, etc.
3. Experience in launching new oncology drugs, including pre-marketing preparation, access to public and private hospitals, DTP/Dual-channel pharmacy access, etc.
4. Experience in innovative projects, such as Boao or Greater Bay Area project, NPP project, to provide patients' emergency medication needs before the launch of products in mainland China.
5. Experience of leading national team, training and managing team members.
6. EMBA, Oversea study , direct reporting to overseas headquarters are preferred.

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