

At Astellas, we believe that nurturing exceptional relationships with our employees delivers exceptional business results.

Everyone at Astellas has a responsibility for creating a brighter future for patients around the world. From the first moment, Astellas will inspire you to put this ethos into practice – with a positive, agile company culture and with well-defined ethical principles, values, and systems. Everything we do is led by our company values of integrity, being patient centric, taking ownership, delivering results, and communicating openly. These values are essential to Astellas' relationship with its employees and now is an exciting time to join us as we continue to evolve as a cutting-edge, value driven life sciences innovator.

**Position: MSL Head, China**

**Department: Medical Affairs Division**

**Line Manager: Head, Medical Affairs, Greater China**

**Location: Beijing/ Shanghai**

### **Purpose and Scope**

The MSL Head, China is accountable for leading and transforming the national MSL organization to deliver high-impact field medical execution aligned with China and global medical strategies.

This role drives scientific engagement excellence, insight generation, and cross-functional collaboration, while ensuring compliance standards and advancing Astellas' scientific leadership across therapeutic areas.

### **Responsibilities and Accountabilities**

#### **Strategic Leadership & Field Medical Excellence**

- Define and implement a country-level field medical strategy aligned with China Medical Affairs priorities and global TA strategies

- Lead execution of MSL activities to enhance scientific engagement, evidence communication and KEE partnership

- Drive integration of field insights into medical strategy, evidence generation and lifecycle planning

#### **Team Leadership & Organization Development**

- Lead and develop a nationwide MSL organization, including performance management, coaching and capability building
- Manage complex reporting structures to ensure aligned execution
- Build and lead teams across multiple therapeutic areas or disease domains, ensuring consistent standard of excellence
- Establish a high-performing and agile organization with strong talent pipeline and succession planning

#### **KEE Engagement & Scientific Exchange**

- Oversee strategic engagement with key external experts, ensuring high-quality, compliant scientific exchange
- Lead planning and execution of scientific platforms and medical education initiatives
- Ensure impactful dissemination of scientific data and emerging evidence

#### **Insight Generation & Business Impact**

- Drive systematic collection, analysis and translation of field medical insights to inform cross-functional decision-making
- Translate insights into actionable recommendations supporting brand strategy and patient value
- Strengthen Medical Affairs as a strategic partner to Commercial, Market Access and R&D

#### **Compliance & Governance**

- Ensure all MSL activities comply with internal SOPs, external regulations and industry codes
- Maintain strong governance on scientific communications and AE reporting processes
- Act as a role model for compliance culture and ethical behavior

#### **Cross-functional Collaboration**

- Actively collaborate with Medical, Commercial, Market Access, Regulatory and Global teams to maximize patient and brand impact
- Align China needs with global priorities and contribute to global evidence generation strategies

## **Required Qualifications**

### **Education**

- MD, PharmD, PhD or other advanced degree in medical or life sciences

### **Experience**

- Extensive experience in Medical Affairs with MUST-HAVE MSL experience, including prior leadership of MSL teams
- Proven track record of managing complex organizations, such as:
  - Matrix or multi-line reporting structures
  - Multi-TA or cross-disease teams
  - Regional/national distributed teams
- Significant people leadership experience (minimum 5+ years recommended) with demonstrated ability to build high-performing teams
- Strong understanding of China healthcare environment and stakeholder landscape

### **Capabilities**

- Strong strategic thinking with ability to translate strategy into execution
- Excellent leadership, coaching and stakeholder management skills
- Deep scientific expertise with strong external engagement capability
- High level of compliance awareness and integrity

### **Language**

- Fluent in English (mandatory) with strong capability in global communication (written and verbal)
- Mandarin Chinese native or fluent

## **Preferred Qualifications**

- Experience in leading large-scale field medical transformation or organizational evolution
- Prior experience in global/regional interaction or matrix roles
- Experience across multiple therapeutic areas