

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: Sales Excellence Partner

部门: Business Strategy & Management

直线经理: Head of Sales Excellence

工作地点: Beijing

Purpose & Scope:

As a Sales Excellence Partner for BU at Astellas China, you will leverage data-driven insights to identify growth opportunities and enhance sales force effectiveness. You will leverage both internal and external data to track and optimize customer interactions, ensuring the sales team achieves excellence in execution. You will also design and implement key operational processes, including territory management, target setting, incentive plans, and sales training programs, to drive business success.

Required Qualifications:

Establish partnerships with brand team

- Based on the brand business development needs to optimize the process and enhance cross-functional collaboration
- Transform data insights into actionable strategies that not only enhance daily operations but also drive sustainable business growth
- Provide valuable inputs for brand team decision making

- Provide expertise to support the progress of key projects, GSP, COP, etc.

Deliver data-driven business intelligence and commercial analytics

- Develop performance tracking reports and generate deep-dive analysis to figure out the business opportunities and challenges
- Monitor brand-specific market trends, track competitive dynamics, and assess policy changes
- Train and align sales management teams on key business metrics and priorities through data-driven discussions

Drive sales force effectiveness optimization initiatives

- Align strategic priorities with execution by translating high-level objectives into measurable, profit-driven actions
- Enhance customer engagement through multi-source interaction analytics (CRM, external surveys, etc.)
- Implement behaviour KPI tracking to identify improvement opportunities and best practices

Develop annual business planning

- FTE and Territory management
- Customer segmentation and behaviour KPI setting
- Sales target setting
- Incentive plan development
- Expense management

Establish and roll-out SFE projects

Preferred Qualifications:

1、 Education

- Bachelor's degree of science or marketing is preferred

2、 Skills

- Excellent planning and project management skills with attention to detail and the ability to manage multiple cross-functional projects simultaneously.
- Analytical, strategic thinking and decision making leading to successful outcomes.
- Excellent communication skills and ability to lead cross-functional collaboration towards achieving shared goals
- Ability to present complex issues to senior management which contribute to high level discussions and solutions

3、 Experience

- Minimum 5 years of pharmaceutical/healthcare commercial experience
- Extensive marketing/brand management experience, preferably involving launching new products
- Experience in regional brand management or new product launch planning is an added advantage
- Strong understanding of healthcare landscape in the region
- Fluent in English and Mandarin, both written and verbal

简历接收邮箱 ACN_HR5@astellas.com (邮件主题: 应聘岗位-姓名-地区)