

# Head of Medical Affairs, SSA

Job ID  
REQ-10021344  
Sep 10, 2024  
Ghana

## Summary

The Head Medical Affairs for Sub-Saharan Africa (SSA) is responsible for developing the vision and providing strategic direction and medical/scientific leadership to the Clinical Development, Medical Affairs and Pharmacovigilance teams across SSA, comprising ~46 countries. Accountable for strategic and operational medical and patient safety aspects across SSA, including for all phases of global development and patient access support for pre- and post-commercialization, to maximize appropriate use of NVS products and patient reach.

## About the Role

### Major accountabilities:

- Designing and developing the long-term strategy and medical affairs roadmap for SSA to ensure medical affairs excellence across Global Health and SSA programs and portfolios
- Driving and overseeing the development and cross-functional execution of the long-range SSA medical vision and strategies; contributing at the highest organizational levels to long-term SSA strategies
- Driving and overseeing Regional Medical Plan development and execution; including appropriate points of integration across multiple therapeutic areas and ensuring local alignment
- Provide guidance and leadership to establish new standards for all SSA medical affairs activities including clinical trial processes and scientific exchange/dissemination of information and oversee compliant execution
- Driving development of best practice medical standards and ensuring local adherence
- Acting as a guardian for high standards of compliance, ethics and safety; putting patients at the center of all actions
- Leadership over scientific engagement, education and communications strategy and execution in SSA markets
- Compliantly developing and cultivating long-term strategic partnerships with medical experts, Academic Medical Centers, Centres of Excellence and other external stakeholders including Government Agencies, National Regulatory Authorities, NGOs, medical societies, patient groups
- Enhance patient impact through practical implementation of our Access Principles and ensuring robust outcomes measurements of programs and activities
- Provide oversight and guidance to the medical teams in identifying the barriers to accessing care within the SSA healthcare system and provide innovative solutions to address the barriers and gaps/unmet needs of patients
- Ensure strength, effectiveness, and appropriate capabilities of the SSA Medical Affairs teams. Build, foster and grow a sustainable, high-impact culture
- Full adherence to ethics, risk and compliance frameworks

- Role model ethical behaviours, exercise good judgement and principles-based decision-making
- Create a trust-based environment that motivates associates to do their best
- Leadership within SSA Leadership Team
  - Influence beyond Medical, by sharing best practices, expertise and experience to shape the regional strategy
  - Contribute to talent strategy and execution

**Key performance indicators:**

- SSA Objectives (Achievement of patient reach, specific unit-related KPIs, people and organization targets, productivity targets and any other medical related objective, that will be agreed on out of the listed above)
- Culture (Our Voice, Team Perspectives, other people analytics)
- Strength of HCP relationships across SSA
- Demonstrated advocacy and disease state awareness for pre-launch and launch products
- Innovations in digital and business process transformation

**Minimum Requirements:**

**Education:**

- M.D. preferred. Board eligible PhD degree in health sciences may be acceptable per local regulations.

**Languages:**

- Fluent English; French and/or local African language highly desirable

**Work Experience:**

- 10+ years with Medical Practice and/or Pharmaceutical Medical/Clinical Development experience at Global and Country levels. Ideally with experience in developing countries, leading cross-functional and/or cross-divisional teams; Knowledge of branded and generic therapy development, strategy, and commercial operations. Further desired experience includes:

- Superior leadership skills, including demonstrated ability to effectively lead and coach scientific/medical professionals, as well as business-oriented colleagues, at all skill and knowledge levels.
- Scientific/medical research experience with demonstrated record of scientific/medical publication desirable.
- In depth knowledge of customer/marketplace, key dynamics and knowledge of key competitors and their likely strategies
- Accomplished medical and cutting-edge scientific and clinical understanding.
- Excellent understanding of local, regional, and country regulatory standards and processes, as well as relevant (CPO-specific) ethical and legal guidelines;
- Strong relationships with KMEss in regulatory bodies, customers and/or media

**Skills:**

- Agility.
- Cross-Functional Collaboration.
- Drug Development.
- Healthcare Sector Understanding.

- Influencing Skills.
- Innovation.
- Inspirational Leadership.
- Integrated Evidence Generation.
- Medical Affairs.
- Patient Care.
- People Management.
- Priority Disease Areas Expertise.
- Product Launches & Strategy
- Real-World Evidence (RWE).
- Regulatory Compliance.
- Research Methodologies.
- Results Oriented.
- Stakeholder Management.
- Strategic Partnerships.

**Languages :**

- English.

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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.

Division

Corporate Affairs

Business Unit

Innovative Medicines

Location

Ghana

Site

Ghana

Company / Legal Entity

GH01 (FCRS = GH001) Novartis Ghana Limited

Alternative Location 1

Ivory Coast, Ivory Coast

Alternative Location 2

Kenya, Kenya

Alternative Location 3

Midrand, South Africa

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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