

# Commercial Portfolio Lead

Job ID  
REQ-10077265  
Июн. 22, 2026  
Польша  
Available in: English

## Сводка

#LI-Hybrid  
Location: Warsaw, Poland

Relocation Support: Novartis is unable to offer relocation support: please only apply if accessible.

The Commercial Portfolio Lead is responsible for the strategic and operational management of the commercial portfolio, with the objective of maximising its overall business value. The role combines strategic leadership, financial accountability, and operational oversight across both priority and non-priority brands. This position ensures alignment across functions (Commercial, Finance, Value & Access, Supply Chain, Legal, Compliance) and drives data-based decision-making, optimal resource allocation, and sustainable portfolio performance in a dynamic and regulated environment.

## About the Role

### Key responsibilities

- Define and execute the commercial portfolio strategy aligned with business objectives while identifying growth opportunities and optimising portfolio value.
- Partner with Value & Access and Therapeutic Area teams to shape portfolio direction and ensure disciplined prioritisation and resource allocation across brands.
- Lead portfolio budgeting and forecasting processes, ensuring alignment with financial targets and proactively managing deviations.
- Drive inputs into annual planning cycles and quarterly business reviews to support financial performance and investment decisions.
- Oversee portfolio performance tracking across financial and market indicators, identifying risks, trends, and opportunities.
- Deliver high-quality, data-driven insights and reporting standards, including dashboards, to support strategic decision-making.
- Drive excellence in pricing, tenders, and distribution, optimising commercial offers and improving competitiveness and margins.
- Ensure effective coordination across commercial channels, including hospital, wholesale, and pharmacy.
- Act as a strategic partner across Finance, Legal, Compliance, Supply Chain, and Commercial teams, ensuring governance and regulatory compliance.
- Lead, develop, and coach a high-performing team, strengthening capabilities in portfolio management, analytics, and commercial decision-making.

### Requirements

- Bachelor's degree in business, finance, science, or related field (advanced degree such as MBA preferred); fluent in English with additional country language desirable; 8+ years of relevant experience.
- Proven experience in portfolio management, commercial operations, finance, or related functions within pharmaceutical, healthcare, or similarly regulated industries.
- Strong track record in managing portfolio performance, budgeting, and forecasting at scale.
- Experience in pricing, tender management, and trade operations with understanding of commercial levers.
- Expertise in portfolio strategy, financial planning, and performance management.
- Advanced analytical skills with ability to translate complex data into actionable insights.
- Solid understanding of commercial and market dynamics, including pricing and distribution channels, as well as regulatory environments.
- Strong stakeholder management, collaboration, and communication skills with ability to influence without authority.
- Proven leadership capability with experience developing teams and driving a high-performance culture.
- Strategic mindset with strong prioritisation, decision-making, accountability, and focus on continuous improvement and operational excellence.

### Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role:

• Poland: PLN 244,500 - 454,100

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering: [https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handbook.pdf](https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf)

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your

employment location and Novartis employer entity, will be communicated separately to you during the application process.

**Commitment to Diversity and Inclusion / EEO paragraph:**

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

**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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

Primary location salary range

zł244,500.00 - zł454,100.00

Дивизион

International

Business Unit

Sales

Место

Польша

Сайт

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

Маркетинг

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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