

Oncology/Hematology Business Unit Head

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Company: Takeda

Location: Algeria

Category: business-and-financial-operations

Description

Principle accountabilities

Provide strategic direction

Act as a leader to develop and roll out sales, Marketing and business development strategy of Algeria through following activities :-

Define Strategy and related strategic projects to support business needs and future sustainability based on market dynamics with tailored approaches

Business planning, implementation and regular reviews

Plan and ensure availability of adequate resources (people, technology, financial, processes etc.) to deliver business objectives seamlessly

Provide guidance in development of innovative business solutions

Personally, intervene and resolve complex / sensitive business and individual issues

Identify potential business risks and pro-actively build right solutions to mitigate them.

Alignment & Review

Monitor and review impact of strategic projects, policies and programs of sales, Marketing and business development functions; identifies opportunities for improvement through continuous alignment with UMEA strategies

Regularly reviews performance of the business and ensure adherence with defined strategies policies and procedures

Delivery Revenue & profitability

Deliver revenue targets as signed off in MRP

Deliver profit targets as signed off in MRP

Launch of new brands as per the MRP

Improve Market share through existing and new business opportunities

Identify new areas for growth and development for improving revenues and profits in Algeria

Commercialize new business opportunities with the support of UMEA functions ahead of competition.

Ensure consistent and continuous market share growth through key sales & marketing strategies within the existing portfolio

Develop optimal customer segmentation processes

Consistently improve Customer experience

Audit & Compliance

Plan & operationalize audits of all processes implemented in the Franchise business in Algeria

Ensure that business is meeting desired compliance levels set under Algeria policies

Build capabilities and motivated workforce

Ensure continuous development of direct reports and build successors for key and critical roles

Establish and regularly review individual performance and developmental expectations with all direct reports.

Consistently improve engagement scores in Algeria

Hire and retain desired talent through an effective development and engagement

Foster a culture of knowledge building and sharing across the business

Major Challenges

To continuously abreast self with fast moving industry norms, changes in laws of the country, competition in Algeria market, keeping a close tab on the overall internal and external business environment.

Change in regulations, systems ambiguity, bureaucracy & price cuts / localization requirements.

Ensure uniformity and alignment of regional strategies, processes, and policies, while managing the local market challenges.

To ensure timely registration and an effective launch of new products.

To ensure availability of products all the times.

Key Decisions Expected

Finalization of MRP for Algeria

Finalization of country level strategies to achieve business objectives

Investment in people, infrastructure, and technology

Finalization of organization structure and hiring of direct reports

Annual objectives of direct report and their performance evaluation

External interface with media, partners and PR agencies

Day to day operational decisions

Skills & knowledge

Educational qualifications

Bachelor certificate in business management/pharmacy/Medicine.

MBA/ Post Graduate Diploma in Management from a renowned institution / university is an advantage

Relevant Experience

10+ years of total experience

Solid sales/marketing experience as Business unit Head or Marketing Head

experience in a medium to large size reputable organization/s

Excellent in-depth knowledge of key business functions such as Sales, business development, marketing, Medical, etc.

In-depth understanding of pharmaceutical industry within the country

Skills & personal characteristics

Entrepreneurial skills which are required to grow the business in the country with high number of new product launches

Strategic thinker, innovative, able to drive multiple simultaneous initiatives, able to work under pressure

Excellent leadership, managerial, interpersonal and relationship building skills

Excellent verbal and written communication skills

Goal oriented, focused, energetic, and enthusiastic

IT savvy and process orientation

Empowering Our People to Shine

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We create a diverse, inclusive, safe, open and collaborative working environment in which employees can contribute, perform and grow as individuals.

Takeda is committed to providing a safe and healthy working environment and to having a workforce that is as diverse as the patients we serve and the communities where we're based. To achieve that inclusivity, we embrace and celebrate our differences, respecting and valuing each other regardless of race, color, sex, age, national origin, religion, gender identity, sexual orientation, disability or physical appearance.

#LI-EN1

Locations

Algeria

Worker Type

Employee

Worker Sub-Type

Regular

Time Type

Full time

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