



PASSION TO INNOVATE | POWER TO CHANGE

Cluster Commercial Lead ROSA – 3rd party and Tender business

YOUR TASKS AND RESPONSIBILITIES

Lead ROSA Countries Cluster in Southern Africa. Set up and lead the countries in scope in an integrated manner for Bayer Southern Africa in realm of the Countries Cluster approach. Spot, implement and exploit cross-divisional top and bottom-line synergy options.

Drive PH business growth and market leadership in Southern Africa. Align strategy and facilitate daily operations between South Africa and ROSA Cluster countries. Act as partner supporting **PH South Africa and CDH in managing ROSA business** Monitor and manage ROSA business performance. ROSA strategic and operational activities supervise projects.

ROSA

- Provide leadership and support to Country heads in ROSA, lead business and organisations in ROSA (**9 Countries**)
- Steer PH business priorities within regional cluster and implement and exploit cross –divisional top and bottom line synergies
- Develop and reach P&L targets as well as fully integrated P&L and resource responsibility for ROSA countries in scope
- Analyze current performance and market demand, country prospects and limitations, establish market potential and prioritise markets and develop business cases for building up a stronger Bayer presence
- Define and implement key initiatives to increase efficiency and grow ROSA business: Contribute to cluster projects and cross-country

Application Period

5 March 2020 –19 March 2020

Reference Code

CCLRPH2020

Division

Pharma

Company

Bayer (Pty) Ltd

Department

Commercial Operations

Location

Isando

Functional Area

Commercial Operations

Position Grade

V.S. 2

Employment Type

Permanent

Work Time

Regular



activities regarding production, supply, marketing, sales, legal issues, financial and economic performance

- Identify, select and empower 3rd party country representatives, to lead PH business in their respective countries
- Monitor and control execution and achievements, evaluate sales and expenditure
- Support development of ROSA Countries steering model, including interfaces with CAO Platform, R&D, PS and further enabling functions such as Marketing and Brand management in South Africa
- Support PH South Africa, CDH and Commercial operations Region EU 1 : contribute to working out commercial conditions and pricing solutions, harmonization of country prices with South Africa
- Assure accurate functional reporting to regional PH Division head to maintain excellent working relationships
- Define, develop and implement strategic priorities for ROSA mid- and long-term strategy in alignment with PH CDH: Plan sales and profitability, regulatory and commercial presence, form of local business, product portfolio and human setup
- Segmentation of the different markets within ROSA and full understanding of different market needs for different Therapeutic areas within these said markets
- Monitor efficiency of S&OP, product availability and OOS risk, initiate risk prevention activities (if needed) in co-operation with PH CDH
- Act as partner for Medical, Regulatory, Logistic and other functions supporting business in ROSA countries. Ensure that the ROSA countries get enough attention, support and guidance from the respective functions.
- Apply knowledge of where and when we as Bayer will be able to serve the different needs of these identified markets with our therapeutic offerings
- Manage ROSA personnel development and work out country personnel setup for optimal business performance, recruit and manage staff, including performance monitoring and be contact for 3rd party employees in any personnel related issue
- Act as a partner supporting PH CDH managing ROSA business: Analyse business performance, provide insights, background and suggestions for decision-making, create business cases on issues including product portfolio, regulatory activities, sales, markets of presence, commercial conditions, pricing, costs and profitability

2nd Brands South Africa

- Scout for value added opportunities within the PH market to identify 3rd party partners with therapeutic footprint in the territory and who will be able to market and sell our second Brands compliantly
- Develop, evaluate, prioritize and formalize brand/product portfolio strategies and plans
- Contractual obligations from inception to conclusion
- Working with Management, sales and marketing
- Request for Quotes (RFQ)



- Supervise implementation of internal compliance, ensure compliance with local laws

Government and Institutional

- Identifying of new business Contracts and Tenders
- Tenders
- Liaison with distributors and 3rd party manufacturing of tender products
- Ensuring due diligence and compliance in all matters affiliated with government and institutional
- Close collaboration with tender board and Dept. of Health in South Africa as well as in the cluster countries
- Knowledge and compliance with legislative and normative acts regulating production, financial and economic activity of the enterprise, regulations of the country public control and administration authorities defining priorities for the development of economy and pharmaceutical industry, and law-abiding behaviour

WHO YOU ARE

Qualifications and Experience required

- Solid management experience covering different types of assignments, e.g. International project
- Experience in Africa, and relevant experience to manage supervisors and a Country P&L
- Experience in entrepreneurial business generation and change management
- Very good understanding of major Bayer Pharma stakeholders and Bayer's decision-making process
- Excellent communication and organisational skills
- Analytical, resilient, conceptual, integer, loyal, high intrinsic motivation
- Good IT knowledge

NB: The position requires irregular travel, possibly also during evening hours or weekend

CONTACT US

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