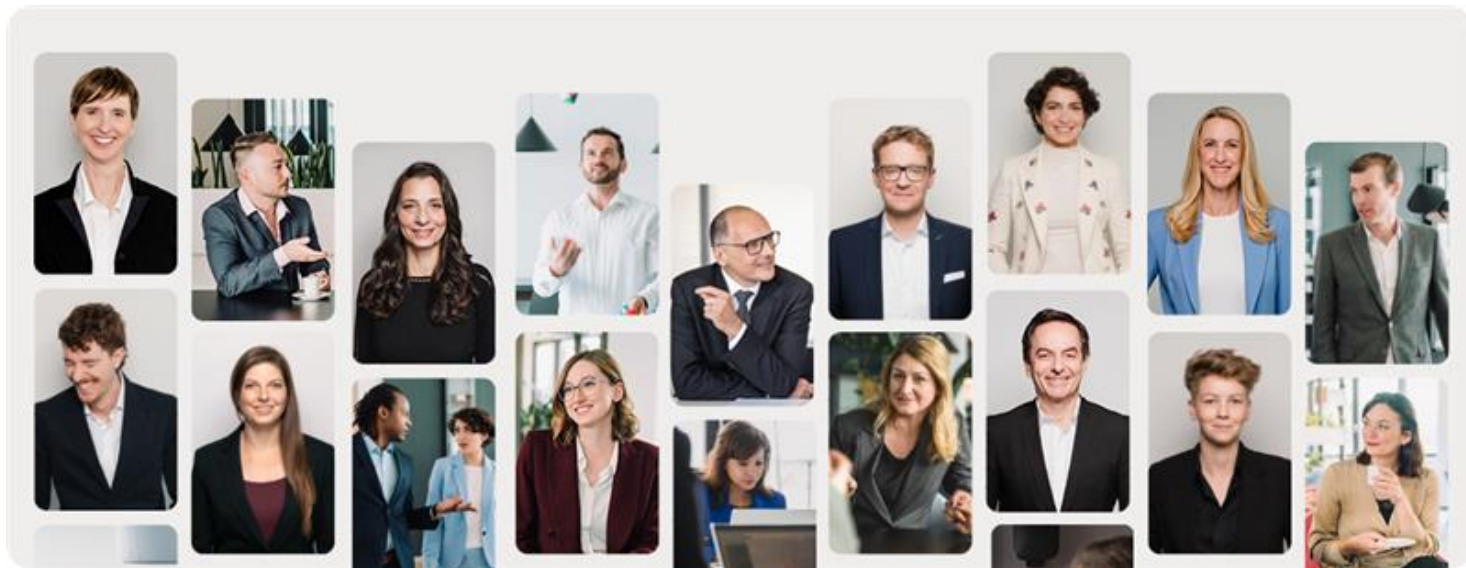


AOP Health is the European pioneer for integrated therapies for rare diseases and in critical care. To enhance our team in Vienna we are looking for a:

Team Lead Commercial Effectiveness (f/m/d)

1190 Vienna | Full-time employee | Start: as of now |



We are looking for a Team Lead Commercial Effectiveness to drive standardisation, optimisation and continuous improvement of commercial performance across the AOP Health organisation. You will lead a team and cross-functional initiatives, ensuring aligned processes, strong analytical capabilities, and scalable best practices that enable sustainable business growth.

What Your Day To Day Will Look Like

- Define and continuously improve commercial performance frameworks, KPIs and governance models.
- Lead the development and rollout of commercial effectiveness initiatives, frameworks and capability-building programs.
- Standardise and optimise end-to-end commercial effectiveness processes across regions and business units (e.g. planning, execution, performance review, and optimisation).
- Act as process owner, ensuring clarity of roles, responsibilities, and decision rights.
- Oversee execution in close collaboration with Sales, Marketing, Finance, and other key stakeholders.
- Translate commercial strategy into actionable plans with clear milestones, deliverables, and ownership.
- Establish performance measurement systems, dashboards, and insights to drive decision-making.
- Support change management and stakeholder engagement to drive adoption and sustainable impact.
- Lead, coach, and develop a team of commercial effectiveness professionals.

Main Benefits

-  Bonus
-  Homeoffice
-  Flexible working hours
-  Initial and continuing education
-  Canteen
-  Good transport connection
-  Employee events
-  Meal allowance
-  Company doctor
-  Parking spot
-  Healthmeasures

- Partner with senior leadership as a trusted advisor on commercial performance and optimisation.
- Facilitate alignment across functions and regions, balancing global standards with local business needs.

Your Qualifications and Experience

- University degree in Business Administration, Economics, Finance, Marketing or related field.
- Minimum of 10+ years of experience in commercial effectiveness, sales excellence, business operations, strategy, or related roles.
- Proven track record in standardising commercial processes and performance frameworks
- Experience with CRM systems, Veeva preferred
- Demonstrated people leadership experience, including team development and performance management.
- Strong commercial and strategic mindset with advanced analytical capabilities
- Data-driven decision-making and performance management
- Excellent project management and execution skills
- Influential communication and stakeholder management abilities

Our Offer

- An open corporate culture with the opportunity to contribute your own ideas
- Working independently in a collegial and committed team
- Modern working environment with good public transport connections (U4 - Heiligenstadt)
- Flexible working hours (flexitime/time-out days), bonus scheme, additional benefits and employee events
- Structured onboarding and support through a buddy system
- Due to legal requirements, we are obliged to disclose the collective agreement minimum salary, which is EUR 54.642 gross per year, based on full-time employment. However, our actual remuneration packages are market-oriented and aligned with your qualifications and professional experience.

If you would like to work as a team player in an international environment and can identify with our values "Agile, Ambitious, Aligned, Accountable and Appreciative", then: Take this CHANCE and

Your Contact



Angelika Drabek

Manager Talent Acquisition

Further information on our website:

aop-health.com