NOVARTIS

Regional Director, Access & Reimbursement-Cardiovascular -Southeast

Job ID
REQ-10091805
Ноя. 04, 2026
США

Сводка

#LI-Remote

This is a field-based and remote opportunity supporting a team in an assigned geography.

Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible to you.

Company will not sponsor visas for this position.

The Regional Director, Access & Reimbursement Cardiovascular (CV) is a strategic field leadership role responsible for guiding and developing a customer-focused team dedicated to helping patients navigate access to Novartis therapies. This leader partners closely with cross-functional colleagues to ensure customers receive exceptional, compliant support throughout the patient's access journey. The role combines people leadership, operational excellence, business strategy, and regional oversight to drive meaningful impact for patients, customers, and the organization. Success in this position requires collaboration, thoughtful decision-making, and a commitment to fostering an inclusive, forward-thinking culture that empowers teams to thrive. As a visible leader and trusted partner, the Regional Director helps translate strategy into action while advancing enterprise goals with integrity, accountability, and excellence.

About the Role

Key Responsibilities:

- Lead, inspire, and develop a customer-focused team of Access & Reimbursement professionals, fostering a culture of growth, accountability, and excellence.
- Attract, recruit, onboard, and retain top talent while supporting ongoing learning and career development.
- Build and strengthen an inclusive team environment that reflects Novartis Values & Behaviors and encourages innovation, collaboration, and continuous improvement.
- Translate national strategies into impactful regional execution that advances business objectives and enhances customer and patient experience.
- Coach teams to proactively identify and address patient access and reimbursement challenges, helping remove barriers to therapy initiation and continuation.
- Partner closely with cross-functional colleagues across field and headquarters organizations to ensure aligned, customer-focused, and compliant execution.
- Anticipate, escalate, and help resolve access-related issues by collaborating effectively within a matrixed environment.
- Serve as a trusted regional leader, building strong partnerships that support operational excellence and meaningful outcomes for patients and customers.
- Maintain a deep understanding of company policies, industry regulations, and compliance requirements, ensuring all activities are conducted with integrity and professionalism.
- Contribute to regional and enterprise-wide initiatives that support organizational priorities, business performance, and long-term success.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 8+ years of experience in reimbursement, market access, contract strategy, managed care, sales, marketing, or a related healthcare field role, with at least 2+ years of experience leading a regional or local team and driving collaboration across diverse internal and external stakeholders and functions. *For internal Novartis associates, successful completion of the Novartis Emerging Leader Development Program (ELDP), plus a minimum of 5+ years of experience in Access & Reimbursement, Market Access, and/or Patient Services, may be considered as qualifying criteria.*
- Experience partnering with complex healthcare organizations, integrated delivery networks, and health systems to establish and optimize patient access pathways.
- Strong strategic account management skills, with the ability to proactively identify and address access and reimbursement challenges impacting customers and patients.
- Deep understanding of manufacturer-sponsored patient support programs, including specialty pharmacy distribution, buy-and-bill processes, reimbursement, billing and coding, and claims management.
- Proven success driving business initiatives, leading through change, and executing strategic plans that deliver meaningful outcomes for patients, customers, and the organization.
- Candidate must reside within region, or within a reasonable commuting distance to and from a metropolitan airport. Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. Must have a valid driver's license.

Desirable Requirements:

- Experience supporting specialty therapeutic areas and navigating complex practice environments, with a strong understanding of reimbursement landscapes, patient access challenges, and customer support needs.
- Demonstrated strengths in patient support services, market access, cross-functional collaboration, launch readiness and execution, along with exceptional communication, presentation, and relationship-building skills.

Driving is an Essential Function of this Role: Meaning it is fundamental to the purpose of this job and cannot be eliminated. Because driving is an essential function of the role, you must have a fully valid and unrestricted driver's license to be qualified for this role. The company provides reasonable accommodations for otherwise qualified individuals with medical restrictions if an accommodation can be provided without eliminating the essential function of driving.

COVID-19 Vaccine Policy (customer-facing roles only): While Novartis does not require vaccination for COVID-19 or proof of a recent negative test result for COVID-19 at this time, employees working in customer-facing roles must adhere to and comply with customers' (such as hospitals, physician offices, etc.) credentialing guidelines, which may require vaccination. As required by applicable law, Novartis will consider requests for reasonable accommodation for those unable to be vaccinated. This requirement is subject to applicable state and local laws and may not be applicable to employees working in certain jurisdictions. Please send accommodation requests to Eh.occupationalhealth@novartis.com.

For Field Roles with a Dedicated Training Period: The individual hired for this role will be required to successfully complete certain initial training, including home study in eight (8) or fewer hours per day and forty (40) or fewer hours per week.

Novartis Compensation Summary:

The salary for this position is expected to range between $194,600 and $361,400 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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)

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Дивизион
US
Business Unit
Marketing
Место
США
Состояние
Field, US
Сайт
Field Non-Sales (USA)
Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
Market Access
Job Type
Full time
Employment Type
Regular
Shift Work
No

Job ID
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