

Access Field Lead

Job ID
REQ-10084629
авг 19, 2026
Чехия

Сводка

Location: Prague, Czech Republic
This role is 50% field based.

This role is based in Prague, Czech Republic. Novartis is unable to offer relocation support: please only apply if accessible.

Ready to shape the future of patient access to innovative medicines? As an Access Field Lead, you will play a critical leadership role in translating access strategies into impactful field execution that accelerates patient access and protects healthcare value. Leading and developing a team of Access Field Managers, you will drive excellence in stakeholder engagement, reimbursement execution, and cross-functional collaboration across key regions and accounts. By combining strategic thinking, people leadership, and deep healthcare system expertise, you will help remove access barriers, strengthen field capabilities, and ensure patients can benefit from innovative therapies as quickly as possible. This is a unique opportunity to influence healthcare outcomes at scale while contributing to Novartis' mission to reimagine medicine.

This position reports to the Value & Access Head, Czech Republic.

About the Role

Key Responsibilities:

- Lead and develop the Access Field Manager team to deliver consistent, high-quality access execution.
- Translate national and therapeutic area access strategies into clear field execution priorities and objectives.
- Drive reimbursement, formulary inclusion, tendering, and contracting activities across regional and hospital accounts.
- Identify access barriers, execution gaps, and risks, implementing effective corrective actions to improve outcomes.
- Coach and develop team members in stakeholder engagement, negotiation, account planning, and access strategy execution.
- Foster strong cross-functional collaboration across Value & Access, Medical, Commercial, Pricing, HEOR, and Public Affairs teams.
- Monitor access performance, time-to-access, and execution quality, leveraging insights to drive continuous improvement.
- Support strategic stakeholder engagement and critical negotiations to advance patient access and healthcare system objectives.

Essential Requirements:

- University degree in Life Sciences, Pharmacy, Health Economics, or a related discipline.
- Minimum 5–8 years of experience in Market Access, Field Access, or related roles within the pharmaceutical industry or broader healthcare sector.
- Proven experience executing access strategies at regional, hospital, or key account level.
- Strong understanding of reimbursement pathways, formulary processes, tenders, and healthcare decision-making structures.
- People leadership experience, including coaching, performance management, and capability building.
- Proficient Czech and English language skills, both written and spoken.
- Strong stakeholder management and negotiation skills across internal and external healthcare environments.
- Ability to interpret performance data, identify execution gaps, and drive corrective action.

Desirable Requirements:

- Advanced degree in Health Economics, Public Health, Business Administration, or a related discipline.
- Experience leading market access activities for product launches, early access programs, or healthcare system shaping initiatives.

Expected Annual Base Salary Range for role: 1,592,780.00 - 2,958,020.00 CZK

The base 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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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.

Benefits & Rewards

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement); 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Car Allowance; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

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.

Accessibility and Accommodation:

Novartis is committed to working with and providing reasonable accommodation to all

individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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
Kč1,592,780.00 - Kč2,958,020.00

Дивизион

International

Business Unit

Marketing

Место

Чехия

Сайт

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area

Market Access

Job Type

Full time

Employment Type

Regular

Shift Work

No

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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