NOVARTIS

Renal / Rare Regional Director – East

Job ID
REQ-10086451
авг 25, 2026
США

Сводка

#LI-Remote

This is a field-based and remote opportunity supporting Area Business Leaders in an assigned region.
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 (RD) is a visionary leader tasked with elevating the Customer Engagement organization to a peak of excellence. This role demands an inspiring, strategic thinker who will guide their regional team in surpassing their organizational goals. The RD will be responsible for developing and implementing the Regional Customer Engagement Strategy and collaborating with cross-functional partners (Marketing, Medical, Patient Services, Market Access). Additionally, the RD will oversee and communicate key performance indicators as outlined by the brand strategy and tactics, taking prompt and decisive action to address underperformance and replicate successes regionally and nationally.

About the Role

Key Responsibilities:

- Build best-in-class, diverse teams through talent acquisition, development, and succession planning.
- Delivering region sales targets while collaborating nationally, to secure achievement of organizational objectivesand establish a cadence of accountability for the team, communicating, and supervising KPIs and engaging all levels of performance on the team.
- Sets an example for all team members by fostering a collective vision, articulating clear expectations, cultivating a sense of accountability, empowering others to act, and enhancing or improving processes by questioning the current norms.
- Create, execute, and oversee a regional business plan focused on customer needs in partnership with Area Business Leaders and cross-functional teams to enhance customer experience and increase product demand among all healthcare providers (HCPs), key accounts, and Systems of Care (SoC).
- Act as an integral part of the national leadership team, actively aiding in the enhancement of regional capabilities, business performance, team growth, and organizational culture.
- Ensure that teams carry out their duties with honesty, utmost professionalism, and integrity, in alignment with the Novartis Code of Ethics and all relevant policies and procedures.
- Promote regional budget allocation and enhance regional budgets by guaranteeing the use of various resources, including strategic face-to-face interactions and Omni Channel resources, customized to meet regional needs.
- Fosters an environment where team members are motivated to voice their ideas, address challenges, collaborate, experiment, and view failures as steppingstones, while ensuring that the entire team is aligned with and committed to the NPC Code of Ethics and all relevant policies.
- Support team members by crafting development plans, nurturing their growth, and continually improving their performance.
- Utilize analytics platforms to guide decision-making and pinpoint areas of risk and potential.

Essential Requirements:

- Bachelor’s degree required from 4-year college or university.
- 10+ years’ experience of diverse commercial pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams. We also welcome candidates from other complex sales environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors, especially where strong field leadership and customer engagement are central to success.
- 5+ years’ experience as a first-line sales manager with strong critical thinking and enterprise attitude (e.g., including but not limited to brand management, market access, or account leadership experience).
- Experience managing field organizations through change, innovation, or growth is highly valued.
- Demonstrated success in driving sales performance, leading cross-functional teams, and executing strategy within matrixed, multi-regional environments.
- Proven track-record of attracting, developing, and retaining diverse talent and building dedicated teams, with strong cross-functional leadership abilities to collaborate effectively with various groups and cross-functional partners.
- Built and completed business and incentive plans in highly sophisticated sales environments, has demonstrated operational skills, solid financial and business acumen, and has strategic and analytical thinking demonstrated by key projects/initiatives and managing budgets.
- 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:

- Proven leadership as a second-line sales manager.
- Experience in a cross-functional role such as market access, reimbursement, or account management; and understanding of payer landscapes, buy and bill and specialty pharmacy.

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, 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 $204,400 and $379,600 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
General Management
Место
США
Состояние
Field, US
Сайт
Field Sales (USA)
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
Продажи
Job Type
Full time
Employment Type
Regular (Sales)
Shift Work
No

Job ID
REQ-10086451

Renal / Rare Regional Director – East

Apply to Job

Job ID
REQ-10086451

Renal / Rare Regional Director – East

Apply to Job

Source URL: *https://www.novartis.ru/careers/career-search/job/details/req-10086451-renal-rare-regional-director-east*

List of links present in page

1. mailto:Eh.occupationalhealth@novartis.com
2. https://www.novartis.com/about/strategy/people-and-culture
3. https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf
4. mailto:us.reasonableaccommodations@novartis.com
5. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Sales-USA/Renal---Rare-Regional-Director---East_REQ-10086451-1
6. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Sales-USA/Renal---Rare-Regional-Director---East_REQ-10086451-1