NOVARTIS

Head of Communications & Patient Advocacy, Poland

Job ID
REQ-10091729
Ноя. 12, 2026
Польша

Сводка

Job Title: Head of Communications & Patient Advocacy, Poland

#LI-Hybrid

Location: Warsaw, Poland

Relocation Support: This role is based in Warsaw, Poland. Novartis is unable to offer relocation support: please only apply if accessible.

Ready to help shape meaningful conversations about healthcare in Poland? As Head of Communications & Patient Advocacy, Poland, you will lead how Novartis engages with patients, media and key stakeholders, helping build understanding of healthcare innovation and the needs of patients. As a trusted partner to the Country President and a member of the Country Leadership Team, you will lead high-impact communications and patient advocacy strategies, strengthen the reputation of Novartis in Poland, and advance a forward-looking approach powered by data, insights and emerging technologies. You will also build meaningful partnerships with patient communities and develop a talented team, turning bold ideas into meaningful impact for patients and society.

About the Role

Key Responsibilities

- Lead Poland's Communications & Patient Advocacy strategy, supporting business priorities and strengthening Novartis' reputation.
- Advise the Country President and leadership team on communications trends, opportunities and emerging reputational priorities.
- Drive communications and patient advocacy strategies across priority therapeutic areas, launches and pipeline milestones.
- Build strategic partnerships with patient organisations to better understand and address patient needs, including through disease awareness, prevention and screening initiatives.
- Lead corporate, media and executive communications, strengthening leadership visibility and external engagement.
- Lead issues and crisis communications, providing strategic counsel to manage reputational considerations and support effective resolution.
- Represent Novartis externally as a spokesperson across media, industry forums and strategic partnerships.
- Champion artificial intelligence, analytics and real-time insights to strengthen digital presence and enable data-informed communications.
- Lead social media governance and digital advocacy, including patient-influencer engagement with cross-functional partners.
- Develop a high-performing team and oversee budgets, agencies, governance and compliance to deliver measurable impact.

Essential Requirements

- University degree or equivalent relevant qualification in Communications, Journalism, International Relations, or a related field is highly desirable.
- Extensive experience of diverse communications and patient advocacy.
- Strong experience within the pharmaceutical, healthcare or another highly regulated environment.
- Expertise across corporate communications, media relations, crisis management, patient advocacy and stakeholder engagement.
- Proven leadership experience, executive presence and ability to build and develop high-performing teams.
- Demonstrated ability to lead effectively across complex, matrix organisations and collaborate with diverse stakeholders.
- Strong prioritisation, resource management, agency management and budget management capabilities.
- Native-level Polish and professional working fluency in English, both written and spoken.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 233,500 PLN to 433,600 PLN

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.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

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.

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.

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
zł233,500.00 - zł433,600.00
Дивизион
Corporate Affairs
Business Unit
Communications
Место
Польша
Сайт
Warsaw
Company / Legal Entity
PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.
Functional Area
Communications & Public Affairs
Job Type
Full time
Employment Type
Regular
Shift Work
No

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