NOVARTIS

Access Field Manager

Job ID
REQ-10092622
Ноя. 24, 2026
Чехия

Сводка

#LI-Hybrid
Location: Prague, Czech Republic
Regions to be covered in this role: Prague, Central Bohemian Region, South Bohemian Region, Hradec Králové Region, Pardubice Region, Vysočina Region, and Liberec Region.

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

The Access Field Manager is accountable for securing, maintaining, and optimizing patient access to priority products at regional and hospital levels.
The role develops and executes access strategies aligned with Value & Access objectives and Therapeutic Area priorities, and leads engagement and negotiations with hospitals, payers, regional authorities, and other key external stakeholders to achieve reimbursement, formulary inclusion, and appropriate positioning. Working closely with cross-functional teams, the role removes access barriers, supports product launches and lifecycle management, and ensures accurate reporting, compliance, and timely escalation of access-related issues.

About the Role

Key responsibilities

- Develop and implement regional and hospital access plans for priority products, translating national and Therapeutic Area strategies into focused field actions.
- Identify access barriers, define mitigation measures, and monitor reimbursement status, formulary listings, and product positioning across priority accounts.
- Protect approved price and positioning at regional and hospital level while supporting sustainable patient access and product uptake.
- Execute Healthcare System Readiness strategies and contribute to healthcare system-shaping activities, including stakeholder roundtables and other relevant forums.
- Build trusted relationships with hospitals, payers, regional authorities, wholesalers, distributors, and other relevant stakeholders, mapping decision-makers and influence pathways within accounts.
- Represent the organization in access discussions and negotiations, gathering stakeholder insights to refine access strategies and account priorities.
- Lead or support regional and hospital negotiations, tendering, and contracting activities in collaboration with Pricing & Access Contracting, securing timely formulary inclusion, reimbursement, and early-access outcomes where applicable.
- Partner with Value & Access, Therapeutic Area teams, Medical, Commercial, HEOR/HTA, Execution Excellence, and Public Affairs to coordinate account plans and cross-functional projects.
- Align field execution with product launch, lifecycle management, and Healthcare System Readiness initiatives, ensuring disciplined delivery of agreed account plans.
- Maintain accurate account and activity data in CRM systems, monitor access KPIs and account performance with local Execution Excellence teams, and escalate access-related issues promptly.
- Report technical complaints, adverse events, and special scenarios within required timelines, ensuring all activities comply with SOPs, policies, ethical standards, and local regulations.

Requirements

- University degree in life sciences, pharmacy, health economics, or a related discipline; an advanced degree is desirable
- Business fluency in English and Czech or Slovak is required
- 5-8 years of experience in market access, field access, or a related healthcare role;
- Demonstrated experience working with hospitals, payers, regional health authorities, and other healthcare-system stakeholders.
- Practical exposure to reimbursement, formulary inclusion, tendering, and contracting processes.
- Experience supporting products through launch and in-market lifecycle phases.
- Strong understanding of healthcare systems, access pathways, and the factors shaping regional and hospital access decisions.
- Proven negotiation, stakeholder-engagement, and relationship-management capabilities.
- Ability to develop and execute structured account plans and coordinate cross-functional delivery in complex environments.
- Data-driven approach to monitoring access performance, account progress, and KPIs, supported by accurate CRM and activity reporting.

- Collaborative working style, accountability for outcomes, and disciplined execution in changing and complex environments.
- High standards of compliance, ethics, and professionalism.

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: 986,720.00 to 1,832,480.00 CZK Annual

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.

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.

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); Public Transportation 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
Kč986,720.00 - Kč1,832,480.00
Дивизион
International
Business Unit
Marketing
Место
Чехия
Сайт
Prague
Company / Legal Entity
CZ02 (FCRS = CZ002) Novartis s.r.o.
Functional Area
Продажи
Job Type
Full time
Employment Type

Regular
Shift Work
No

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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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