

Regional Director, Access & Reimbursement (West)

Job ID
REQ-10080494
июл 07, 2026
США
Available in: English

Сводка

#LI-Remote

This is a field-based and remote opportunity supporting a team. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager.

The Regional Director (RD), Access & Reimbursement is a field-based role that serves as the regional lead for Novartis Dermatology Novartis Patient Support (NPS) Access & Reimbursement field teams. RDs lead a team of diverse field access & reimbursement roles focused on supporting customers on all matters related to patient access to our evolving Immunology portfolio. The RD will provide leadership, management and coaching, operations, compliance, and budget oversight for their aligned regions in support of aligned product(s) strategy and pre-specified business goals. The RD must maintain a national perspective in their decision-making, collaborate with other NPS and cross-functional RDs, and lead projects/initiatives at a national- and regional-level. RDs are responsible for linking business strategy with exquisite and compliant execution within their regions to deliver pre-specified impact for the Novartis Pharmaceutical Corporation (NPC). They are also responsible for consistent acceleration of appropriate pull through of aligned business objectives. RDs should consistently demonstrate openness for courageous conversations and performance management of their direct reports to enable and bolster a forward-thinking culture, while also driving overall business impact.

RDs will partner closely with other Novartis Pharmaceuticals Corporation (NPC) field and headquarter-based associates, including Customer Engagement (Sales) and Market Access, representing NPC with the highest integrity in accordance with NPC Values and Behaviors. RDs will also be required to coordinate and communicate cross-functionally within NPC (e.g., Patient Support Center, Customer Engagement, Marketing, Market Access, Public Affairs, State & Government Affairs, Trade, Specialty Pharmacy Account Management, and other applicable third-party affiliates). The scope and scale of the role will adapt to meet the expanding needs of Novartis in pursuit of enterprise impact.

About the Role

Key Responsibilities:

- Attract, coach, and retain team of high performing Access & Reimbursement professionals.
- Oversee the recruiting, interviewing, hiring, training, and staffing of their regional team.
- Create and nurture a team culture that embodies NPC Values and Behaviors and drives innovation, performance, and reputation.
- Pull through national strategy at a regional level to enable exquisite execution. Under the advisement of their manager, RDs also may be responsible for leading specific national strategies and tactic development.
- Proactively anticipate and coach teams on how to address access hurdles impacting key customers and patients.
- Integrate with NPC leadership and collaborate across multi-functional teams (NPS, Customer Engagement, Marketing, Market Access, Operations, Training, Legal, ERC, etc.) to ensure a collaborative and compliant approach to support regional field success.
- Seek to identify challenges, escalations, and/or delay in treatment initiation and continuation; closely partner with all matrix team members to resolve such issues.
- Maintain a deep understanding of NPC policies and requirements and perform all responsibilities with integrity and in a manner consistent with company guidance and policies, relevant state and federal laws and regulations, and prescribed Values and Behaviors.

Minimum Requirements:

- **Education:** Minimum of a bachelor's degree; advanced degree preferred (Majors preferred: Sciences, Business, Pharmacy, and Healthcare).
- Minimum of 8 years in reimbursement, contract strategy, managed care, sales/marketing or related field roles. At least 2 years leading a regional or local team and managing and collaborating across multiple stakeholders.
- Experience working with highly complex practices and/or health systems to establish access and acquisition pathways.
- Strategic account management experience using a proactive approach to anticipate access hurdles impacting accounts and patient access.
- Deep expertise and experience integrating manufacturer-sponsored patient support programs.
- Experience with specialty products acquired through specialty pharmacy networks and through buy-and-bill process, including expertise in acquisition, billing and coding, claims processing, and reimbursement.
- Proven track record of building and motivating teams.
- Past success in execution of launch strategies and plans.
- Candidate must reside within territory, or within a reasonable daily commuting distance of X miles from the territory border. 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.

Preferred Qualifications

- Expertise in therapeutic space, practice dynamics and common reimbursement and product program support-related needs (oncology and/or diagnostic experience).
- Strong capabilities in the areas of patient support services, market access, customer focus, ability to work cross-functionally, launch execution, excellent communication, and presentation skills.

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.

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.

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

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List of links present in page

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2. <https://www.novartis.com/about/strategy/people-and-culture>
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