

## Associate Director, Neuroscience Systems of Care - Dallas

Job ID  
REQ-10053565

5月 27, 2025

USA

### 摘要

Job Description Summary:  
#LI-Remote

This is a field-based and remote opportunity supporting key accounts in an assigned geography. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you.

Company will not sponsor visas for this position.

As a member of the Neuroscience Systems of Care team, this individual will drive business impact for Novartis Neuroscience within designated accounts. Responsibilities include leading matrix teams to create and execute compliant customer plans, building partnerships with decision-makers to offer collaborative solutions, and improving Novartis engagement with accounts and medical experts to better serve patients and customers.

## About the Role

### Key Responsibilities:

- Lead cross-functional account teams, including Customer Engagement, Medical, NPS, and Market Access, to develop and execute account plans that align with Novartis' business objectives and address account needs. Support team members in identifying key business opportunities and diagnosing critical issues within priority accounts and affiliated healthcare systems.
- Develop a deep understanding of accounts and customer needs, identifying shared priorities and implementing tailored solutions and resources to enhance patient care in accordance with Novartis policies.
- Forge and nurture strategic customer relationships to elevate engagement between Novartis and key accounts, as well as influential medical experts. Identify, prioritize, and champion opportunities to better serve customers and patients within Systems of Care accounts, including IDNs, ACOs, Medical Groups, and Health Networks of affiliated physicians, hospitals, and outpatient clinics.
- Leverage extensive knowledge of clinical, non-clinical, and financial factors impacting Neuroscience within assigned accounts to ensure the strategic account plan is robust and effective. Maintain a thorough understanding of market dynamics, customer economics, and access models to inform strategic decisions.
- Anticipate and comprehend the needs of customers at all organizational levels, from departmental staff to the C-Suite. Utilize these insights to navigate and leverage trends that impact business, articulate business insights and drive priorities to achieve desired outcomes.
- Ensure that all cross-functional collaboration is conducted with the highest integrity, adhering to the Novartis Code of Ethics and all applicable policies and procedures.

### Essential Requirements:

- Bachelor ' s degree required, advanced degree a plus.
- 5+ years ' experience on the commercial side of the specialty pharmaceutical/biotech industry.
- 2+ years ' experience in project management/leadership and successful translation of strategy into execution.
- 2+ years ' experience leading complex projects requiring cross functional alignment.
- Recent US experience (within last 5 years) with deep understanding of US healthcare ecosystems, and a comprehensive understanding of organized customer groups in healthcare, including Integrated Delivery Networks (IDNs), Accountable Care Organizations (ACOs), Medical Groups, and Group Purchasing Organizations (GPOs).
- A robust business background, with strong and proven ability to successfully collaborate, work and lead cross-functionally in a matrix environment to build and drive effective strategic account plans aligned to customer and organization goals.
- Demonstrated leadership skills with both customers and internal matrix teams, showcasing a strong capability for building customer-centric relationships.
- Candidate must reside within territory, or within a reasonable daily commuting distance of 100 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.

### Desirable Requirements:

- Account Management and/or Sales Management calling on organized customer groups in healthcare Integrated Delivery Networks (IDNs), Accountable Care Organizations (ACOs), Medical Groups, and Group Purchasing Organizations (GPOs).
- Neuroscience, Multiple Sclerosis, Buy and Bill or other leading edge healthcare experience in a highly matrixed organization, with existing relationships with assigned accounts or health systems.

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](mailto: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 \$160,300 and \$297,800 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.

To learn more about the culture, rewards and benefits we offer our people click [here](#).

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:  
<https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

#### 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](mailto: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.

部门  
US

Business Unit

Innovative Medicines

地点  
USA

状态  
Field, US

站点  
Field Non-Sales (USA)

Company / Legal Entity  
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1  
Dallas (Texas), Texas, USA

Functional Area  
Sales

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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