

Executive Director, Dermatology National Sales Director

Job ID
REQ-10062632

9月 23, 2025

USA

摘要

#LI-Remote

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 50% travel.

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.

The Executive Director, National Sales Director (NSD) will be a strategic and innovative leader responsible for motivating and guiding an agile field force, focusing on problem-solving and enhancing customer experience to boost sales performance. You will inspire, guide, and cultivate a high-impact team in a fast-paced and complex market. The Executive Director, National Sales Director will oversee the development, coordination, and execution of both national and regional

commercial customer engagement strategies to support disease area strategies by thoroughly understanding the needs of key regional accounts and the local healthcare ecosystem to create a seamless experience for accounts. You will be accountable for driving the sales performance and profitability of the therapeutic area portfolio brands within the designated region, executing new product launches successfully, crafting overall business strategies for the designated area's sales organization, and working with and developing a dedicated team.

About the Role

Key Responsibilities:

- Motivate and guide a national team of Customer Engagement professionals, including Regional Directors, Area Business Leaders, and Territory Account Specialists, to enhance customer experience and effectively execute business strategies that result in achieving or surpassing sales performance objectives within the therapeutic area.
- Collaborate closely with cross-functional team members to formulate a comprehensive product strategy that accounts for both national and local market dynamics, ensuring exceptional customer experience.
- Guide, develop, and execute essential prioritized initiatives across the therapeutic area in collaboration with other departments, and spearhead significant change management efforts to support the TA organization, in line with Customer Engagement and the US enterprise.
- Work closely with matrix business partners and senior management, including Marketing, Patient Services, and Market Access teams, to deeply understand customers and key team members, using this knowledge to create promotional strategies that enhance sales performance.
- Assemble a top-tier, diverse Customer Experience team by focusing on talent acquisition, succession planning, and the development of associates. Foster an inclusive, patient-centric culture grounded in Novartis Values & Behaviors, while providing robust leadership and guidance to enhance the coaching skills of people leaders.
- Distribute budgeted resources to achieve regional sales goals, enhance ROI, adapt to emerging opportunities and risks throughout the fiscal year, and determine necessary resources to carry out regional business strategies during the budgeting process.
- Maintain essential customer relationships to gather insights and share them with cross-functional teams, ensuring new products and services are properly tailored to meet customer needs.
- Integrate and localize marketing strategies and develop business plans that consider collaboration partner and cross-functional team.

Essential Requirements:

- Bachelor's degree (preferably in Life Sciences, Pharmacy, or business-related field).
- 10+ years of diverse commercial pharmaceutical experience, with consistent record of second-line sales leadership attracting, developing, and retaining diverse talent and hard-working teams.
- Demonstrated experience in sales leadership roles and cross-functional experience (e.g., operations, account management, marketing, market access, etc.), with experience leading

large teams (100-300 people) and sophisticated budgets.

- Understand national and local market access dynamics to identify and partner with appropriate functions and collaboration partner to deliver market access solutions.
- Ability to prepare field organization for the launch of future indications while taking a strategic view of national and local go to market launch strategies.
- Proven business and financial competence, with strong strategic, critical-thinking, and decision-making skills.
- This is a remote position that will support a team of Regional Directors nationally. 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:

- MBA preferred.

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>

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 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
Universal Hierarchy Node

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

Alternative Location 2
East Hanover, New Jersey, USA

Alternative Location 3
Seattle (Washington), Washington, USA

Alternative Location 4
Tampa (Florida), Florida, USA

Functional Area
Sales

Job Type
Full time

Employment Type

Regular

Shift Work
No

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