

Neuroscience Executive Director, Sales - West

Job ID
REQ-10065337

10月 28, 2025

USA

摘要

#LI-Remote

This is a field-based and remote opportunity supporting a team in an assigned region. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible to you.

Company will not sponsor visas for this position.

The Executive Director, Sales 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, Sales 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:

- Inspire and support a nationwide team of Customer Engagement professionals including Regional Directors, Area Business Leaders, and Territory Account Specialists, to elevate customer experience and drive business strategies that meet or exceed sales goals within the therapeutic area.
- Serve as a strategic leader and role model bringing emotional maturity, creativity, and integrity to decision-making while fostering a collaborative, inclusive environment that inspires others to do their best.
- Partner closely with cross-functional colleagues to shape a thoughtful product strategy that reflects both national and local market needs, ensuring a seamless and impactful customer journey.
- Lead the development and execution of key initiatives across the therapeutic area, collaborating across departments and championing change management efforts that align with Customer Engagement and broader US enterprise priorities.
- Collaborate with matrix partners and senior leaders in Marketing, Patient Services, and Market Access to deeply understand customer needs and team dynamics, translating insights into promotional strategies that boost performance.
- Build and nurture a high-performing, diverse Customer Experience team by focusing on inclusive hiring, succession planning, and professional development. Promote a patient-centered culture rooted in Novartis Values & Behaviors, while empowering people leaders to strengthen their coaching capabilities.
- Allocate resources strategically to meet regional sales targets, maximize return on investment, and respond to emerging opportunities and risks throughout the year. Guide resource planning during the budgeting process to support regional business strategies.
- Maintain meaningful customer relationships by gathering insights and sharing them across teams, helping shape products and services that truly meet customer needs.
- Ensure a strong grasp of the payer landscape and reimbursement processes, using this knowledge to inform strategic decisions and support access solutions that meet customer and business needs.
- Tailor and implement marketing strategies locally, developing business plans that reflect collaboration with partners and cross-functional teams.

Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 10+ years ' experience of experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams. We also welcome candidates from other complex sales environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors, especially where strong field leadership and customer engagement are central to success.
- Delivers strong results by driving sales performance, leading cross-functional teams, and executing strategy across complex, multi-regional environments - while also fostering

- inclusive, high-performing teams through attracting, developing, and retaining diverse talent.
- Experience managing large field teams (100-300 people) as a second-line leader, with a focus on navigating change, fostering innovation, and supporting growth.
 - Brings cross-functional experience in areas such as market access, reimbursement, and account management, paired with a strong understanding of payer systems, buy-and-bill models, and specialty pharmacy - while also leading strategic initiatives and managing complex budgets through collaborative partnerships across teams.
 - Strong operational capabilities and business acumen, including preparing field teams for new product launches and aligning national and local go-to-market strategies.
 - Understands both national and local market access dynamics and collaborates effectively across teams and with external partners to co-create tailored solutions that support access and drive impact.
 - Candidate must reside within region, or within a reasonable commuting distance to and from a metropolitan airport. 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 or advanced degree.

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
Los Angeles (California), California, USA

Alternative Location 3
Nashville (Tennessee), Tennessee, USA

Alternative Location 4
Seattle (Washington), Washington, USA

Functional Area
Sales

Job Type
Full time

Employment Type
Regular

Shift Work
No

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