

## Associate Director, Neuroscience Priority Accounts - California

Job ID  
REQ-10068091

12月 06, 2025

USA

### 摘要

#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 to you.

Company will not sponsor visas for this position.

The Associate Director, Neuroscience Priority Accounts, will play a pivotal role in shaping the success of our Neuroscience Multiple Sclerosis portfolio within key health systems and priority accounts. In this role, you ' ll lead strategic initiatives that drive meaningful impact - building strong partnerships, creating tailored account business plans, and ensuring seamless product access for patients who need them most. Working closely with cross-functional teams, you ' ll bring innovative solutions to sophisticated healthcare environments and help deliver on our mission to improve lives through neuroscience. You ' ll also leverage deep expertise in institutional selling and health system dynamics to uncover new opportunities and optimize outcomes for both patients and providers.

## About the Role

### Key Responsibilities:

- Champion institutional advocacy to support formulary adoption and ensure appropriate use of approved neuroscience products.
- Build strong, collaborative relationships with leaders across our most sophisticated priority accounts and affiliated health systems.
- Design and execute strategic key-account plans that deliver meaningful outcomes for identified accounts.
- Significant customer-facing time, creating and executing short term and long-term KOL engagement plans.
- Identifies evidence gaps across product and disease education through appropriate thought leader discussions
- Partner with administrative, clinical, operational, and financial stakeholders to streamline care pathways, treatment protocols, and workflow solutions.
- Apply deep understanding of market dynamics, access models, and reimbursement trends to inform strategic decisions.
- Collaborate with local partners to create tailored, institution-specific plans that reflect market forces and customer priorities.
- Lead cross-functional teams to align strategies, update business plans, and achieve product goals within priority accounts.
- Conduct regular needs assessments and provide actionable insights to internal partners, driving innovative solutions and new business opportunities.

### Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 8+ years ' 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.
- 2+ years ' experience in project management and translation of strategy into execution.
- 3+ years ' experience managing complex accounts, including large academic centers and hospitals, with demonstrated success in strategic account management.
- Recent US experience (within last 5 years) with deep understanding of US healthcare ecosystems.
- Demonstrated deep customer and cross-functional knowledge, healthcare ecosystem thinking, with strong business acumen and technology/digital engagement proficiency.
- Robust business background, with a strong ability to collaborate and work cross-functionally in a matrix environment to build effective strategic account plans aligned to customer and organization goals.
- 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:

- Prior experience engaging with assigned neuroscience accounts and building strong, collaborative relationships.
- Background in at least two cross-functional areas, such as, but not limited to Marketing, Medical, Market Access & Reimbursement, or Sales Leadership – demonstrating versatility and strategic insight.

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 \$297,700 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>

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  
Sales

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  
Las Vegas (Nevada), Nevada, USA

Alternative Location 2  
Los Angeles (California), California, USA

Alternative Location 3  
San Diego (California), California, USA

Alternative Location 4  
San Jose (California), California, USA

Functional Area  
Sales

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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