

## Executive Director, Access & Reimbursement

Job ID  
REQ-10069030

1月 09, 2026

USA

### 摘要

#LI-Remote

Location: Remote: This position can be based remotely in US. 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.

### About the Role

The Executive Director (ED), Access & Reimbursement is a remote-based role that serves as a national leader for regionally aligned, Novartis Disease Area Access & Reimbursement field teams. The ED is responsible for co-creating field execution and pull through strategies based on the overarching business strategy and is ultimately accountable for delivering high, pre-defined business

impact for the Novartis Pharmaceutical Corporation (NPC). The ED will advocate and motivate regions to deliver consistent acceleration of aligned business objectives and impact, while consistently demonstrating openness for courageous conversations and performance management of their direct reports to enable and bolster a culture-forward team mindset. The ED should continually monitor sentiment on Novartis Patient Support (NPS)-related customer experience and seek to improve by closely partnering with relevant field and headquarter-based associates.

#### Major accountabilities:

- Attract, coach and retain team of high performing Regional Directors and Access & Reimbursement professionals.
- Oversee the recruiting, interviewing, hiring, training, and staffing of the management and extended team.
- Provide frequent, ongoing performance feedback to all direct reports and foster a team-oriented, supportive working environment.
- Effectively translate pre-specified national strategy to a regional level to enable appropriate exquisite execution and pull through within your team. Motivate each region to align on national strategy and key business impact metrics.
- Continuously monitor field team operations and seek to identify opportunities to improve efficiencies and effectiveness at a regional and national level.
- Partner closely with Customer Engagement Team to ensure strong collaboration and coordination of field associate activities, business plans, and customer resolutions.
- Integrate with Novartis leadership and collaborate across multi-functional teams (Sales, Marketing, Managed Markets, Operations, Training, Legal, Compliance, etc.) to ensure collaborative and compliant approach to support field success.
- Understand specifics of, and resolve questions associated with, practice and/or patient reimbursement to support on any issues with third party payers.
- Identify opportunities to complement NPC capabilities to strengthen the ability for patients to have access to therapy.
- Collaborate with NPS Analytics to design reports and tools to monitor and achieve pre-specified business objective and aligned impact metrics.

#### Minimum Requirements:

##### Work Experience:

- Minimum of 10 years in reimbursement, contract strategy (if applicable), managed care, sales/marketing or related field.
- Minimum 5 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.
- General knowledge of reimbursement pathways (specialty pharmacy, buy-and-bill, retail)

- 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
- Possess a strong understanding of Commercial payers, Medicare plans and state Medicaid in geographic region.
- Past success in execution of launch strategies and plans

Education:

- Minimum of a bachelor ' s degree; advanced degree preferred (Majors preferred: Sciences, Business, Pharmacy, and Healthcare)

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$214,000.00 and \$399,100.00 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>

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  
Marketing

地点  
USA

状态  
Field, US

站点

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

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||  
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =  
document.getElementById("kulturaplayer696167e90e23c779612312"); var mediaContainer =  
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";  
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =  
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles  
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var  
finalWidth = parseFloat(parentStyles.width); if (finalWidth < var config = { targetId:  
"kulturaplayer696167e90e23c779612312", provider: { widgetId: "10m7rm1pm", partnerId:  
"2076321", uiConfd: "55802022" }, playback: { autoplay: false, autopause: false,  
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enable transcript. expandMode: "over", // Default: alongside; ('alongside', 'hidden', 'over')  
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:  
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },  
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',  
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:  
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:  
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {  
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-  
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };  
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };  
config.ui.uiComponents = []; config.plugins.googleTagManager = {};  
config.plugins.googleTagManager.customEventsTracking = {};  
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';  
config.plugins.googleTagManager.customEventsTracking.custom = [];
```

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config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents: false, playlistEvents: false, castEvents: false } };
```

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try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); setTimeout(() => { setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) { players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => { players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause === 'function') { otherPlayer.pause(); } }); }); }); } } catch (e) { console.error(e.message) }
```



**VIDEO**

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