

Vice President, Head of Renal Sales

Job ID
REQ-10073677

3月 09, 2026

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). The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 60-80% travel.

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 Vice President, Head of Renal Sales, is an experienced leader with hands on expertise in creating a direct impact on performance by fostering a work environment that inspires passion, innovation, and accountability among cross-functional teams to transform Customer Engagement (CE) and deliver life-changing therapies to patients. This role also involves promoting personalized HCP engagement to enhance customer and patient experiences, developing overall business strategies for the sales organization, guiding teams in their implementation using various insights and

will be responsible for Novartis' Renal product(s) and a portion of Novartis' s Rare assets in the market. You will be responsible for establishing and executing our go-to-market model with Novartis cross-partners, effectively and efficiently utilizing field teams to eliminate obstacles and provide resources, thereby delivering clinical value to patients and positioning Novartis as a preferred partner for customers. The Vice President, Head of Renal Sales, can analyze information, challenge conventional thinking, and make effective decisions to ensure successful launches of new therapies.

About the Role

Key Responsibilities:

- Continue to build, hire and retain the most dedicated and agile workforce to meet the demands of the sophisticated changing dynamics of the fluctuating healthcare landscape, while collaborating to embed cross-functional hard-working teams that are highly engaged business owners across the enterprise on go-to-market strategies and execution of therapeutic area product launches.
- Lead the national sales team for Novartis' Renal product(s) and a portion of Novartis' s Rare assets in the market with a deep focus on our customers; and aim to foster a curious, inspired, and empowered culture through collaboration and accountability, while managing and leading complex changes.
- Develop and implement a sales strategy for launching products, while enhancing profitability through continuous collaborations, and expanding market share to achieve business goals with resilience in competitive environments.
- Promote a motivated, inclusive, and patient-oriented culture founded on Novartis Values & Behaviors and create a rhythm of accountability for the team by developing plans that encourage growth and consistently improve associates' performance.
- Establish and recommend the necessary level and type of resources to execute national portfolio or product sales strategies during the budgeting process, in coordination with the Integrated Portfolio Product team.
- Identify local market demands and engagement drivers, then coordinate with functional teams to allocate resources appropriately, customizing products and services to meet customer needs both in person and virtually.
- Collaborate with market access to prioritize opportunities, implement sales strategies, and secure access wins, while using analytics platforms to inform decisions and pinpoint risks and opportunities.
- Manage local resource distribution and net sales for your product portfolio, allocate budgeted resources to achieve national sales goals, and adjust based on emerging opportunities during the fiscal year.

Essential Requirements:

- Bachelor' s degree required from 4-year college or university.
- 12+ years' experience of diverse commercial pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams; consistently excelling in second-line sales leadership and in attracting, developing, and retaining diverse and effective 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.

- Prior experience in leading teams focused on specialty therapeutic areas, along with a proven track record of successful product launches.
- Proven track record of leadership in diverse, cross-functional settings such as operations, account management, marketing, and market access, with demonstrated experience in complex sales environments involving physicians, managed markets, and/or accounts with restricted physical access.
- Demonstrated strategic and analytical skills through significant projects and initiatives, consistently achieving results, backed by strong financial and business knowledge, including expertise in managing large, complex budgets.
- Shown understanding of US market access dynamics including payer landscape, buy-and-bill and specialty pharmacy.

Desirable Requirements:

- Significant experience and success leading sales teams in promotion to large practices, hospitals (Critical Care Unit, Emergency Department, Pharmacies, Pharmacy & Therapeutic), Integrated Delivery Network, and System of Care (SoC) Customer.
- Previous experience leading therapeutic area teams, with successful launch experience.

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.

Novartis Compensation Summary:

The salary for this position is expected to range between \$274,400 and \$509,600 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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

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
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
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

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||  
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
```

```
document.getElementById("kalturaplayer69b356de6f013204517188"); 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 < 100) var config = { targetId:
"kalturaplayer69b356de6f013204517188", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "playkit-js-transcript":{ position: "right", // Default: bottom;( ' left ', ' right', ' top ', 'bottom' ) to
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 = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };
```

```
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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2. <https://www.novartis.com/about/strategy/people-and-culture>
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