

## Gene Therapies Regional Director - East

Job ID  
REQ-10074632

3月 24, 2026

USA

### 摘要

#LI-Remote

This is a field-based and remote opportunity supporting the Regional Accounts Associate Director 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 Gene Therapies Regional Director leads a dynamic team of Regional Accounts Associate Directors, driving impactful strategies in the evolving field of gene therapy. It focuses on shaping and executing customer engagement plans in close collaboration with the GTx leadership team, fostering innovative solutions across a flat, fast-paced organization. The position champions strong partnerships, both internally and externally, while guiding efforts in account management, access, and case support for targeted neuromuscular centers. Success in this role calls for exceptional clinical insight and business acumen to inspire the team and maintain trusted relationships with key thought leaders.

## About the Role

### Key Responsibilities:

- Lead and inspire a team of hybrid rare disease Account Managers by fostering a strong, inclusive culture, supporting individual growth, and driving impactful field strategies.
- Coach for excellence by guiding professional development and ensuring the team operates with integrity, professionalism, and alignment to ethical standards.
- Understand customer needs at every level, from department leaders to the C-suite, using insights to anticipate trends and deliver meaningful solutions.
- Shape strategic direction by developing and executing pre-launch and launch plans that align with organizational goals and enhance patient access and account support.
- Build trusted relationships with key neuromuscular centers and stakeholders to create a seamless experience for accounts and patients.
- Collaborate across functions by partnering with internal teams such as Novartis Patient Services, Trade, Access, and Manufacturing to optimize customer engagement and site-of-care experience.
- Drive cross-functional partnerships to remove barriers, create innovative solutions, and strengthen collaboration across roles and departments.
- Champion change by introducing improvements that benefit both internal teams and external partners in a structured, thoughtful manner.
- Communicate effectively by anticipating strategic shifts, sharing updates proactively, and encouraging teams to adapt with confidence and clarity.
- Solve complex challenges with creativity and resilience, turning ambiguity into actionable solutions that support business and patient outcomes.

### Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 10+ years ' experience of diverse commercial pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams; inclusive of at least 2 different types of cross-functional roles and / or experiences. 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.
- 5+ years ' experience of field commercial leadership with strong critical thinking and enterprise attitude (e.g., including but not limited to brand management, market access, or account leadership experience).
- 2+ years ' experience in high-cost buy-and-bill models, with strong knowledge of distribution pathways, site-of-care revenue cycles, and billing and coding practices.
- 2+ years ' experience leading complex, cross-functional projects that require national alignment and collaboration.
- Recent U.S. experience (within the last 5 years) with a deep understanding of the U.S. healthcare ecosystem and its dynamics.
- Proven track-record of attracting, developing, and retaining diverse talent and building dedicated teams, with strong cross-functional leadership abilities to collaborate effectively

with various groups and cross-functional partners.

- Candidate must reside within region, or within a reasonable daily commuting distance of 100 miles from the region 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:

- Proven experience in second-line leadership or large-scale team management, with strong strategic thinking and an enterprise mindset; background in Medical and/or Access roles is highly valued.
- Expertise in rare diseases, including reimbursement strategies, high-cost buy-and-bill models, site onboarding, and engagement with senior decision-makers across the healthcare enterprise; understanding of macroeconomic factors influencing clinical and financial decisions is a plus.

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 \$185,500 and \$344,500 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](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  
Atlanta (Georgia), Georgia, USA

Alternative Location 2  
Charlotte (North Carolina), North Carolina, USA

Alternative Location 3  
East Hanover (New Jersey), New Jersey, 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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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69c384fbc8224290994960"); 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:
"kalturaplayer69c384fbc8224290994960", 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 } };

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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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4. <mailto:us.reasonableaccommodations@novartis.com>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Field-Non-Sales-USA/Gene-Therapies-Regional-Director---EastREQ-10074632-1>
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