

## Regional Director, Neuromuscular - West

Job ID  
REQ-10081973

6月 25, 2026

USA

### 摘要

#LI-Remote

This is a field-based and remote opportunity supporting a team of Regional Account Associate Directors (RAADs) 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 Regional Director, Neuromuscular (NM) is an enterprise field leader accountable for account-based engagement and case execution across neuromuscular centers, thoughtfully orchestrating cross-functional efforts to support patient identification, access, and successful gene therapy delivery, while preparing for the future Neuromuscular portfolio. The Regional Director, Neuromuscular, inspires and empowers a purpose-driven team of Regional Account Associate Directors (RAADs). Working across a collaborative organization, this leader brings strong clinical and business insight to co-create solutions, strengthen relationships with key thought leaders, and foster connection across the ecosystem.

## About the Role

### Key Responsibilities:

- Lead and support a team of Regional Account Associate Director 's (RAAD), foster strong team culture, account-based engagement across designated neuromuscular treatment centers and individualized development planning aligned to overall field strategy.
- Lead execution of a case-based gene therapy model and complex buy-and-bill neuromuscular assets, ensuring strong coordination across patient identification, treatment readiness, and case success.
- Partner closely with neuromuscular centers and cross-functional teams to strengthen patient identification, referral pathways, and treatment timelines.
- Ensure site onboarding and readiness by aligning operational processes, reimbursement workflows, and treatment logistics.
- Collaborate with Access, Novartis Patient Services, Trade & Distribution, and Medical to proactively remove barriers and support timely patient access.
- Build and sustain meaningful relationships with neuromuscular centers of excellence, key thought leaders, and multidisciplinary care teams.
- Execute tailored, account-level strategies aligned to pre-launch and launch priorities, grounded in local healthcare ecosystem insights.
- Champion cross-functional collaboration to deliver a seamless, patient-centered experience from diagnosis through treatment and reimbursement.
- Partner with manufacturing and supply chain teams to align product availability with patient and site readiness.
- Translate complex clinical, operational, and access dynamics into clear priorities and actionable plans, guiding teams to confidently navigate a dynamic and evolving gene therapy landscape.

### Essential Requirements:

- Bachelor 's degree required from 4-year college or university.
- 10+ years ' experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams; inclusive of 2+ types of cross-functional roles/experience. We also welcome candidates from other complex 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 in field commercial leadership, demonstrating strategic thinking and an enterprise mindset within but not limited to medical, pharmaceutical, biotechnology sales, account management, or market access roles.
- 2+ years ' experience supporting buy and bill therapies, including strong working knowledge of distribution pathways, site of care revenue cycle, and billing and coding processes.
- 2+ years ' experience leading sophisticated, cross-functional projects requiring national alignment and collaboration.
- Recent US experience (within last 5 years) with deep understanding of US Healthcare ecosystem.

- Proven success in frontline sales and product launches, with strong business acumen, deep healthcare ecosystem expertise, digital engagement proficiency, and the ability to thrive in complex, matrixed environments while building empowered teams.
- 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:

- Demonstrated second line leadership experience (background in Medical and/or Access roles), with a people centered approach to leading at scale and supporting enterprise level initiatives.
- Experience in rare disease environments, including reimbursement support, high cost buy and bill therapies, site onboarding, and engagement with senior healthcare leaders, supported by an understanding of broader healthcare and economic dynamics.

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  
Kansas City (Kansas), Kansas, USA

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

Alternative Location 3  
Phoenix (Arizona), Arizona, USA

Functional Area  
Sales

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a3d4c0fdbede172451775", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["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 }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { 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 } }; }

```

```

// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var kalturaPlayer =
kPlayer.setup(config); // Add the player to the global array.
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.
kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); } catch (e) { console.error(e.message) }

```

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