

Access Field Manager

Job ID
REQ-10091141

十月 28, 2026

Ukraine

摘要

-Leads the implementation of a sustainable Patient Access strategy at a local (CPO) level. Collects and analyze data to generate insights for Patient Access submissions that jointly create value for customers, patients and Novartis.

About the Role

Your key responsibilities

- Act as the primary Field Excellence partner for Therapeutic Areas and the Value & Access team.
- Represent Field Excellence in business planning and performance reviews, ensuring that field implications are clearly understood.
- Prioritize Field Excellence activities based on business needs, brand priorities and field performance.

- Collaborate with Capability Building teams to support the development of field force capabilities and competitiveness.
- Ensure that field execution models are aligned with brand priorities, Access priorities and global or regional Go-To-Market plans.
- Develop recommendations on field organization design and optimal team size using internal and external benchmarks.
- Prepare field force sizing scenarios based on customer targets, available benchmarks, potential synergies and launch priorities.
- Implement and align promotional and functional field KPIs with international standards and local business priorities.
- Lead customer segmentation, tiering and targeting across healthcare professionals, access customers and patients.
- Analyse field performance and effectiveness data, identify relevant insights and propose possible improvement actions.
- Maintain lists of key healthcare decision-makers and customer targets.
- Connect field structure, customer management, performance analytics, incentives and brand strategy to provide a holistic view of field performance.
- Partner with Data, Analytics & Platforms to support the availability and adoption of CRM, ICE dashboards, RepAI and other AI-driven tools.
- Support updates and maintenance of the CRM ecosystem, including OnCore, ShamanGo and Veeva Vault.
- Support local implementation of global and regional processes for target setting, performance evaluation and incentives.
- Collaborate with relevant internal teams and external providers to incorporate available benchmarks and data into incentive scheme design and performance diagnostics.

What you bring to the role

- University degree in business, life sciences, economics or a related field.
- Experience in pharmaceutical or healthcare commercial roles, Field Force Effectiveness or Commercial Excellence.
- Strong understanding of field execution models and Go-To-Market planning.
- Experience supporting or co-designing commercial field incentive schemes, including payout modelling and performance diagnostics, would be an advantage.
- Strong analytical skills and the ability to build and interpret KPI frameworks, incentive models and performance dashboards.
- Advanced knowledge of Excel and experience with analytical tools.
- Ability to convert field performance data into practical recommendations and actions.
- Understanding of the regulatory environment, industry standards and ethical requirements.
- Experience working in an international, matrixed organization.
- Ability to engage and influence senior stakeholders without direct reporting authority.
- Structured, collaborative and data-driven approach to decision-making.
- Strong communication skills and an ethical mindset.
- Fluency in English and the country language.

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 \(PDF 30 MB\)](#)

部门
International

Business Unit
Other

地点
Ukraine

站点
Kharkiv

Company / Legal Entity
UAP0 (FCRS = CH024) NOPH SERVICES UKRAINE

Functional Area
Market Access

Job Type
Full time

Employment Type
Regular

Shift Work
No

```

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6ae20bbf8a746387011516", 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 thumbEmbedPromise =
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise.then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kaltura_data_layer.js that a new player is ready so
it can // attach custom event listeners immediately, regardless of when // the user clicked the
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {
console.error(e.message) }

```

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