

# Oncology Sales Specialist- Non - Malignant Hematology- San Francisco- Remote

Job ID  
REQ-10041344  
Apr 28, 2025  
USA

## Summary

This is a field-based and remote opportunity supporting key accounts in San Francisco ("Greater Bay Area") from Monterey up the coast to Mendocino, CA and the surrounding area.

Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you.

The Oncology Sales Specialist will handle delivering sales performance and promoting product(s) within the oncology, hematology or rare disease portfolio of Novartis Pharmaceuticals Corporation, one of the largest pharmaceutical companies in the world and a pioneer in oncology. You will have a deep level of commercial insight who are curious, life-long learners, lead among their peers, proactively and continuously aspire to serve customer needs, and readily adopt digital tools to couple customer and data insights to improve sales opportunities in competitive markets.

#LI-Remote

## About the Role

### Key Responsibilities:

- Collaborate cross functionally in each geography as ONE team, while demonstrating influential leadership amongst peers and internal partners to build and achieve shared goals.
- Display an elevated level of self-awareness, a passion for learning, an ability to inspire those around you, a willingness to challenge the status-quo and embrace change to optimize execution.
- Embody a high-level of confidence to deliver messages in a clear and compelling way to customers, optimally handle objections, and close every call with a commitment to action to inspire changes in behavior.
- Continuously demonstrate deep understanding of territory market landscape, competitors, market segments / dynamics, product, clinical data, and anticipate environmental changes and challenges to optimize execution.
- Develop and execute a call-plan to achieve goals and improve access and sales opportunities, while promoting a highly technical and innovative product portfolio to a sophisticated audience.
- Strong understanding of the local healthcare system landscape, EMRs, pathways, and PA-claims processing and embody an account management mentality with the ability to develop and execute account level plans.
- Comfort in using sales data reporting tools to understand trends and coupling with customer insights to identify territory and customer growth opportunities in a constantly evolving environment.

- Demonstrated use of social media platforms to capture customer insights to drive tactical execution and improve the customer experience.
- Strong agility to move between non-digital to digital settings, and strategic use of non-personal tools to deliver customized customer experiences.

#### **Essential Requirements:**

- Bachelor's degree required, advanced degree a plus.
- 2+ years' experience in specialty pharmaceuticals, biotech, or a sales role of similar complexity within the last 5 years.
- Strong ability to collaborate, work cross-functionally within a matrix environment, can communicate clinical product information, has a validated track-record of consistent high-performance, and proficient in navigating and successfully selling to large accounts and key customer segments.
- Self-starter with analytic abilities to seek out, prioritize, and apply relevant information to solve problems to meet the needs of key customers, while also demonstrating ethical leadership and ability to champion an environment that promotes ethical behavior and compliance with company policies & laws.
- Candidate must reside within territory, or within a reasonable daily commuting distance of 50 miles from territory 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:**

- Experience across therapeutic groups, disease states, account management strategy, and new product launches.
- Broad understanding in patient services, market access, buy and bill, specialty pharmacy, reimbursement and/or medical calling on HCPs with respect to a sophisticated product or reimbursement pathway.

**Leveling Guidelines:** the position will be filled at level commensurate with experience.

#### **Oncology Representative:**

- 2+ years' experience in specialty pharmaceuticals, biotech, or a sales role of similar complexity within the last 5 years.

#### **Oncology Specialist:**

- 4+ years' experience in specialty pharmaceuticals, biotech, or a sales role of similar complexity within the last 5 years.

#### **Senior Oncology Specialist:**

- 6+ years' experience in specialty pharmaceuticals, biotech, or a sales role of similar complexity within the last 5 years.

**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).

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between: Oncology Representative: \$92,800 and \$139,200/year | Oncology Specialist: \$130,400 and \$195,600/year | Senior Oncology Specialist: \$144,000 and \$216,000/year; ***however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities.*** The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

**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, in eight (8) or fewer hours per day and forty (40) or fewer hours per week.

Company will not sponsor visas for this position.

*Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.*

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

**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.

Division

US

Business Unit

Innovative Medicines

Location

USA

State

Field, US

Site

Field Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

Monterey (California), California, USA

Alternative Location 2

San Francisco (California), California, USA

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales)

Shift Work

No

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4. <https://www.novartis.com/careers/benefits-rewards>
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6. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Field-Sales-USA/Oncology-Sales-Specialist--Non---Malignant-Hematology--San-Francisco--Remote\\_REQ-10041344-1](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Sales-USA/Oncology-Sales-Specialist--Non---Malignant-Hematology--San-Francisco--Remote_REQ-10041344-1)
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