

# Regional Director of MSLs, CVM Southwest Region Remote

Job ID  
REQ-10052272  
May 15, 2025  
USA

## Summary

Bringing life-changing medicines to millions of people, Novartis sits at the intersection of cutting-edge medical science and innovative digital technology.

As a global company, the resources and opportunities for growth and development are plentiful including global and local cross functional careers, a diverse learning suite of thousands of programs & an in-house marketplace for rotations & project work. With strong medicines pipeline our current transformation will not just deliver growth for our business but continue to allow us to bring innovative medicines to patients quickly.

The Regional Director of Medical Science Liaisons (RDM) is a field based, non-promotional medical and scientific leadership role. Their key accountability is the development and execution of an impact-driven medical strategy for their assigned Field Team, aligned with the overarching Medical Strategy, with the goal of improving patient care.

The RDM provides strategic direction and leadership to their assigned Field Medical Team while functioning within the Novartis Code of Conduct, Ethics, Risk and Compliance policies and Working Practice documents. The position requires proactive decision-making, leading initiatives within the team, cross-functional collaboration, and alignment with key stakeholders.

The RDM drives execution of the medical strategies by setting the direction and providing clear communication of objectives and expectations to Medical Science Liaisons (MSLs) direct reports and strategic guidance regarding key accounts. They are also accountable for performance of the MSLs within their team, optimal resource management, and the cultivation and recruitment of high performing talent through ongoing coaching and development. The RDM is responsible for establishing a high performing team culture aligned to Novartis values and behaviors.

The RDM drives cross-functional collaboration through participation in forums to share best practices and build innovation. They lead cross-functional collaboration with senior internal stakeholders to improve or implement novel approaches to partnerships with external customers (Medical Experts, HCPs, Accounts, etc.) to drive medical and/or clinical goals.

The RDM may serve as a peer leader driving internal initiatives and process improvements for the field teams. They ensure field training and readiness, scientific expertise, understanding and adoption of technology, and compliant business practices of their respective field teams. RDM should have a deep understanding of the regional environment and key customers, accounts, and medical experts.

This position can be based remotely in US. Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. Ability to travel 60-70% over a broad geography is required, with the ability to drive and/or fly within the territory. Must have a valid driver's license.

The pay range for this position at commencement of employment is expected to be between \$236,600 and \$439,400 a 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 re-serves 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 performance, Company or individual department/team performance, and market factors.

## **About the Role**

What you will bring to the role:

- Minimum graduate degree in science or a healthcare degree required; doctoral degree (MD, PharmD, DNP, PhD, etc.) strongly preferred.
- Minimum 7 years in pharmaceutical industry with roles of increasing complexity and responsibility required.
- Minimum of 7 years' experience in a Field-based position within the pharmaceutical industry or as a MSL is strongly preferred.
- Knowledge of clinical medicine, disease management, and medical research practices strongly preferred.
- Previous management experience of field-based associates preferred.
- Must possess a thorough understanding of the FDA, OIG, HIPAA, PhRMA Code and other ethical guidelines relevant to the pharmaceutical industry, to ensure compliance with these external as well as internal guidelines and standard operating procedures.
- Must be able to organize, prioritize and work effectively in a constantly changing environment.
- Working knowledge of Microsoft Office Suite (Word, PowerPoint, Excel), Apple device operation, digital tools / platforms, virtual customer platforms engagement platforms and associated hardware is required.
- Must be strong team player who can effectively collaborate cross-functionally in a highly matrixed organization.
- Must have strategic mindset, strong business acumen and ability to navigate complex healthcare landscape able to identify, network and partner with medical experts, including thought leaders, large group practices, medical directors, and pharmacy directors is required.

- The ability to give and receive feedback and the ability to coach to optimal performance to their direct reports is required.
- Must be driven more by the success of others / team than personal success.
- Excellent interpersonal, verbal and written communication, and presentation skills are required.
- Conduct yourself with the highest ethical standards and adhere to Novartis Code of Conduct. Comply with all relevant laws and regulations and Novartis Ethics, Risk & Compliance policies, and procedures.
- Must conduct themselves with highest ethical standards and adhere to Novartis Code of Conduct. Comply with all relevant state and federal laws and regulations and Novartis Ethics, Risk & Compliance and other company policies, and procedures, and ensure others around him/her do the same.
- Works to ensure a diverse and inclusive environment free from all forms of discrimination and harassment
- This is a field based, customer-facing position that is associated with approximately 60-70% travel, ability to travel required.

**Why Novartis:** Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

**You'll Receive:** You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook.

<https://www.novartis.com/careers/benefits-rewards>

**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

Universal Hierarchy Node

Location

USA

State

Field, US

Site

Field Non-Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

Albuquerque (New Mexico), New Mexico, USA

Alternative Location 2

Dallas (Texas), Texas, USA

Alternative Location 3

Houston (Texas), Texas, USA

Alternative Location 4

Oklahoma City (Oklahoma), Oklahoma, USA

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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## **Regional Director of MSLs, CVM Southwest Region Remote**

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6. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Field-Non-Sales-USA/Regional-Director-of-MSLs--CVM-Southwest-Region-Remote\\_REQ-10052272-1](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Non-Sales-USA/Regional-Director-of-MSLs--CVM-Southwest-Region-Remote_REQ-10052272-1)
7. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Field-Non-Sales-USA/Regional-Director-of-MSLs--CVM-Southwest-Region-Remote\\_REQ-10052272-1](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Non-Sales-USA/Regional-Director-of-MSLs--CVM-Southwest-Region-Remote_REQ-10052272-1)