

Regional Dir, Access & Reimbursement NPS -Immunology- Central- Remote

Job ID
REQ-10051164

May 19, 2025

USA

Summary

The Regional Director (RD), Access & Reimbursement is a field-based role that serves as the regional lead for Novartis Allergy/Immunology Novartis Patient Support (NPS) Access & Reimbursement field teams. RDs lead a team of diverse field access & reimbursement roles focused on supporting customers on all matters related to patient access to our evolving allergy/immunology portfolio. The RD will provide leadership, management and coaching, operations, compliance, and budget oversight for their aligned regions in support of aligned product(s) strategy and pre-specified business goals. The RD must maintain a national perspective in their decision-making, collaborate with other NPS and cross-functional RDs, and lead projects/initiatives at a national- and regional-level. RDs are re-sponsible for linking business strategy with exquisite and compliant execution within their regions to deliver pre-specified impact for the Novartis Pharmaceutical Corporation (NPC). They are also re-sponsible for consistent acceleration of appropriate pull through of aligned business objectives. RDs should consistently demonstrate openness for courageous conversations and performance management of their direct reports to enable and bolster a forward-thinking culture, while also driving overall business impact.

RDs will partner closely with other Novartis Pharmaceuticals Corporation (NPC) field and headquarter-based associates, including Customer Engagement (Sales) and Market Access, representing NPC with the highest integrity in accordance with NPC Values and Behaviors. RDs will also be re-quired to coordinate and communicate cross-functionally within NPC (e.g., Patient Support Center, Customer Engagement, Marketing, Market Access, Public Affairs, State & Government Affairs, Trade, Specialty Pharmacy Account Management, and other applicable third-party affiliates). The scope and scale of the role will adapt to meet the expanding needs of Novartis in pursuit of enterprise impact.

Job Purpose:

The Regional Director, Access & Reimbursement NPS (Novartis Patient Support) Allergy/Immunology West Region geography. This is a remote & field-based role that covers the following, but not limited to the following: Dallas TX, Chicago, IL, Columbus, OH, Kansas City, Kansas, Louisville, KY. The individual must live within the geography OR must be near major metropolitan airport with a short flight (less than 1 hour flight) into geography. Travel, as required, and potentially on short notice

About the Role

- Major Accountabilities
- Attract, coach, and retain team of high performing Access & Reimbursement professional
- Oversee the recruiting, interviewing, hiring, training, and staffing of their regional team
- Provide frequent, ongoing coaching and performance feedback to all direct reports and foster a team oriented, supportive working environment. Address workplace issues and disciplinary matters in a timely, effective manager in close collaboration with P&
- Create and nurture a team culture that embodies NPC Values and Behaviors and drives innovation, performance, and reputation. Seek to enhance your team ' s work experience by inspiring them, encouraging curiosity, and leading without authority.
- Pull through national strategy at a regional level to enable exquisite execution. Under the advisement of their manager, RDs also may be responsible for leading specific national strategies and tactic development.
- Proactively anticipate and coach teams on how to address access hurdles impacting key customers and patients.
- Ensures team delivers effective education with customers to support appropriate patients starting and staying on therapy safely (educating across: REMS requirements where applicable, services, forms, PA process, etc.)
- Integrate with NPC leadership and collaborate across multi-functional teams (NPS, Customer Engagement, Marketing, Market Access, Operations, Training, Legal, ERC, etc.) to ensure a collaborative and compliant approach to support regional field success
- Seek to identify challenges, escalations, and/or delay in treatment initiation and continuation; closely partner with all matrix team members to resolve such issues
- Facilitate a culture of collaboration and accountability through ongoing cadence discussions with field Leaders, internal partners (NPS Analytics, People & Organization, Commercial Capabilities, Novartis Patient Support, Marketing, Medical, Customer Engagement, Commercial Operations, ERC and Legal) to identify scalable business practices and to problem solve potential field barriers to effective and compliant execution.
- Understand specifics of, and resolve questions associated with, practice and/or patient

reimbursement to support on any issues with third party payers.

- Identify opportunities to complement NPC capabilities to strengthen the ability for patients to have access to therapy.
- Maintain a deep understanding of NPC policies and requirements and perform all responsibilities with integrity and in a manner consistent with company guidance and policies, relevant state and federal laws and regulations, and prescribed Values and Behaviors. Handle Patient Identifiable Information (PII) appropriately (understand and ensure compliance with HIPAA and other privacy laws and regulations and internal Company compliance guidelines). This comes with the added accountability of ensuring your team is also adhering to NPC guidance and policies and relevant state and federal laws and regulations.
- Responsible for identifying and reporting adverse events via the established Novartis systems as per applicable processes.

Minimum Requirements

- Minimum of a bachelor ' s degree; advanced degree preferred (Majors preferred: Sciences, Business, Pharmacy, and Healthcare)
- Minimum of 8 years in reimbursement, contract strategy), managed care, sales/marketing or related field roles. At least 2 years leading a regional or local team and managing and collaborating across multiple stakeholders.
- Experience working with highly complex practices and/or health systems to establish access and acquisition pathways.
- Strategic account management experience using a proactive approach to anticipate access hurdles impacting accounts and patient access.
- Deep expertise and experience integrating manufacturer-sponsored patient support programs
- General knowledge of reimbursement pathways (specialty pharmacy, buy-and-bill, retail)
- Experience with specialty products acquired through specialty pharmacy networks and through buy-and-bill process, including expertise in acquisition, billing and coding, claims processing, and reimbursement
- Possess a strong understanding of Commercial payers, Medicare plans and state Medicaid in geographic region.
- Proven track record of building, and motivating teams
- Past success in execution of launch strategies and plans
- Strong verbal and written communication skills
- Proven, successful history in leadership and motivational role
- Must live within assigned territory or near close major airportTravel, as required, and potentially on short noticeThe company provides reasonable accommodations for otherwise qualified individuals with medical restrictions if an accommodation can be provided without eliminating the essential function of driving.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$194,600.00 and \$361,400.00/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.

Field roles with a dedicated training period only:

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.

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.

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 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.

部門
US

部門
Universal Hierarchy Node

国
USA

State
Field, US

勤務地
Field Non-Sales (USA)

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area
Market Access

職種
Full time

雇用形態
Regular

Shift Work
No

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