

# Director, Payer Insights 1 of 3

Job ID  
REQ-10047002  
Apr 02, 2025  
USA

## Summary

This position will be located in East Hanover, NJ location and will not have the ability to be located remotely.

There are 3 Director, Payer Insights associated with this job posting. The roles are as follows:

Director, Payer Insights-CRM  
Director, Payer Insights-Oncology  
Director, Payer Insights-Specialty

## About the Role

### Job Purpose

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting into the ED, Payer and Access Strategy Insights, the Dir, Payer Insights plays a crucial role in providing payer insights and data-driven analytics to support payer and pricing strategies that align with the NVS' mission to enhance patient access to innovative therapies.

This role will be responsible for leveraging advanced analytics to drive informed decision-making and optimize payer strategies. By conducting comprehensive assessments and impact analyses, the Director identifies key opportunities to enhance access and address customer needs. This role involves collaborating with stakeholders to develop robust pricing strategies and assess the implications of emerging policies and regulations. Through scenario modeling and data-driven insights, the Director ensures that the organization remains agile and responsive to market dynamics, ultimately enhancing product uptake and revenue performance.

### Key Responsibilities

- Drive analytics related to pricing and contracting to support comprehensive payer and pricing strategies
- Conduct assessments to identify key insights across priority accounts, leveraging data from major PBMs to inform market access payer and pricing strategies
- Perform impact analysis of patient support programs on gross-to-net performance, assessing patient assistance impact
- Work with Market Access stakeholders to assess and identify the types of support needed for payer and

pricing strategies

- Utilize analytical tools, market research, and other resources to identify key opportunities to increase access and understanding of market access customer needs
- Conduct rebate payment and payer data analysis to track gross-to-net performance, identifying discrepancies, patterns, and opportunities for optimizing rebate strategies
- Share insights on the potential impact of emergent policy and regulation (e.g., IRA, value-based pricing, PBM regulation) on pricing models and profitability
- Model key scenarios to make informed decisions, mitigate risks, and uncover opportunities while optimizing pricing and profitability under new regulations
- Conduct analysis to help stakeholders understand the impact of practice economics (e.g., buy-and-bill models) on prescribing behavior trends and assess implications on product uptake and revenue performance.

### **Essential Requirements:**

Novartis seeks individual with extensive experience in market access strategy and analytics within the pharmaceutical industry. This individual should have a proven track record of effectively deriving actionable insights and collaborating with market access stakeholders. A strong analytical background is essential, with the ability to leverage advanced analytical tools and market research to identify opportunities for enhancing market access and understanding customer needs. The candidate should be skilled in analyzing the implications of emerging policies and regulations on pricing models and profitability.

**Education:** Bachelor's degree in related field is required; Master of Science and/or MBA preferred

- Minimum of 8 years of pharmaceutical or related healthcare business, with a deep understanding of market access dynamics and access / pricing strategies
- Minimum of 3 years of domain expertise in these areas are highly desired: market access secondary data analytics, data science, primary market research, field analytics and insights, and patient service analytics, or other related strategic analytics and management consulting
- Proven track record of supporting data-driven decision-making, including assessing and identifying the support needed to address complex business challenges and enable shaping of organizational strategy.
- Strong Market Access business acumen with ability to understand and interpret information from multiple sources
- Results oriented with excellent communication and collaboration skills; Comfortable working in ambiguity with the ability to challenge traditional thinking to solve problems
- Demonstrated abilities to influence without authority, lead teams and develop/foster relationships with senior leadership
- Proven teamwork, collaboration, and people management skills; Ability to work in a dynamic, fast-paced, multifunctional environment

The pay range for this position at commencement of employment is expected to be between: \$185,500.00 and \$344,500.00/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.

**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

New Jersey

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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