

# Regional Director of Medical Science Liaison, Neuroscience

Job ID

REQ-10077655

May 28, 2026

LOC\_US

## About the Role

### Key Responsibilities

- Lead and guide the Field Medical Team (MSL Managers), ensuring the effective implementation of a Field Medical organization within the assigned region or medical unit
- Drive the implementation of Field Medical Intelligence and insights, enabling cross-functional exchange, engagement strategy development, and execution
- Support and ensure Field Medical launch excellence and all related launch activities
- Build and strengthen regional/CPO Field Medical capabilities, including onboarding, soft skills development, and coaching excellence
- Plan, coordinate, and deliver MSL and MSL Manager training in collaboration with Global FME and Global Medical Affairs Franchise teams, ensuring local implementation of training curricula and individual development plans
- Adapt and leverage therapeutic medical resources for external use by MSLs
- Develop and maintain regional deployment maps across all brands, align on standardized FME/CPO KPIs, ensure tracking, and provide regular reporting of deployment, KPIs, and insights to regional/country and global medical leadership
- Provide coaching and talent development for direct reports; ensure compliant reporting of technical complaints, adverse events, and special cases within 24 hours, and oversee the distribution of marketing samples where applicable

### Essential Requirements

- Education: Graduate degree in science or healthcare required; doctoral degree preferred (MD, PhD, DNP, PharmD, etc.)
- Minimum of 7 years' experience in a Field Medical-based position within the pharmaceutical industry or as an MSL is preferred OR 8+ years of relevant medical affairs, clinical research, or related experience in a scientific or clinical setting required.
- Strong clinical knowledge including pharmacotherapy, treatment guidelines, clinical research processes, medical expert engagement strategies, and FDA promotional guidelines, regulations, and ethical guidelines applied to the pharmaceutical industry is required.
- History of organizational or enterprise impact through strategic thinking, working within a matrix organization and leading others through collaborative teams in a Field Medical-based position required.
- Candidates will perform their duties in accordance with applicable law, regulations, and Novartis policies.
- Works within Ethics, Compliance and Promotional policies (Novartis & Federal) and ensures those around them do the same.
- Works to ensure a diverse and inclusive environment free from all forms of discrimination and harassment.
- Adherence with Company policies, state and federal laws and regulations
- Candidate must reside within territory, or within a reasonable daily commuting distance of 50 miles from the territory border. Field based, customer-facing position majority of the time with approximately 60-70% travel required to achieve performance and business objectives (face to face, virtual, email, telephone, etc.). Must have a valid driver's license.

### Desirable Requirements

- Previous experience in assigned therapeutic area (Neuroscience) or related therapeutic area is preferred.

NOTE: Above level experience criteria are not an exhaustive list.

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).

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

Novartis Compensation Summary:

The salary for this position is expected to range between \$225,400 and \$418,600 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

To learn more about the culture, rewards and benefits we offer our people [click here](#).

## Role Requirements

**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 \(PDF 30 MB\)](#)

Division

DIV\_IU

Business Unit

Marketing

Location

LOC\_US

Site

Field Non-Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT\_RD

Job Type

Full time  
Employment Type  
Regular  
Shift Work  
No  
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