

Head Legal Value & Access

Job ID

REQ-10075784

Apr 21, 2026

LOC_GB

About the Role

Key Responsibilities:

- Lead legal strategy and provide senior counsel on value and access matters, including pricing, reimbursement, HTA, payer engagement, tendering/procurement, and innovative access models.
- Establish legal guardrails for value narratives, payer materials, and access initiatives in coordination with Medical/Regulatory/Compliance. Advice on launch sequencing, access archetypes, and contracting approaches; recommend risk mitigation plans.
- Support HTA and coverage frameworks, including evidence requirements, value dossiers, payer negotiations, and interactions with national decision makers.
- Advice on regulatory data protection and exclusivity and related lifecycle and biosimilar/generic entry considerations, in coordination with regulatory and IP teams.
- Support the interpretation and operationalization of the new EU pharmaceutical package and other pharmaceutical reforms across International, advising on incentives, launch/supply obligations, access expectations, exclusivity periods, and portfolio implications.
- Provide guidance on most favored nation type pricing issues, cross market pricing implications, rebate/discount structures, and associated competition law and enforcement risk.
- Oversee pricing and reimbursement support, including external reference pricing, confidential rebates/discounts, clawback/payback mechanisms, managed entry agreements, and national reimbursement conditions.
- Advise and provide guidance on the drafting, review, and negotiation of payer and stakeholder agreements (including value based arrangements), and on public procurement/tender strategy and related compliance requirements.
- Ensure compliant payer facing activities; design and deliver training for affiliates and regions on access law fundamentals (competition, payer interactions, tendering, data/privacy, transparency). Build a community of practice to share legal learnings and enforcement trends across markets. Support responses for regulatory inquiries, audits, and dawn raids related to pricing, access, and tendering.
- Anticipate and mitigate legal and policy risks arising from market reforms, external reference pricing, procurement pressure, competition enforcement, supply obligations, and evolving access expectations, and translate policy/legal developments into practical guidance and governance tools.

Essential requirements:

- Law school graduate & Bar member
- Significant post qualification legal experience, with substantial exposure to the pharmaceutical, biotechnology, or broader life sciences sector.
- Deep expertise in pricing, reimbursement, market access, health technology assessment, public procurement, competition law, and regulated stakeholder engagement.
- Strong understanding of EU and other national legal frameworks affecting pharmaceutical access and commercialization.
- Demonstrated experience advising on complex cross border matters involving policy change, launch strategy, payer contracting, and enforcement risk.
- Fluent English both written & verbal; any additional language is an advantage

Commitment to Diversity & Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the

patients and communities we serve.

You'll receive:

Competitive salary, Short term incentive bonus, Pension scheme, Share purchase scheme, Health insurance, 25 days annual leave, Flexible working arrangements, subsidized dining facilities, Employee recognition scheme, learning and development opportunities

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 \(PDF 30 MB\)](#)

Primary location salary range

£92,960.00 - £172,640.00

Division

DIV_LE

Business Unit

Legal

Location

LOC_GB

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

FCT_LI

Job Type

Full time

Employment Type

Regular

Shift Work

No

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