

# ED, Access & Reimbursement, RLT

Job ID

REQ-10083492

Jul 31, 2026

LOC\_US

## About the Role

### Key Responsibilities:

- Attract, coach and retain team of high performing Regional Directors and Access & Reimbursement professionals.
- Effectively translate pre-specified national strategy to a regional level to enable appropriate exquisite execution and pull through within team. Provide input to Market Access & Patient Support Strategy Team on materials, tools, and trainings required. Motivate each region to align on national strategy and key business impact metrics.
- Partner closely with Customer Engagement and Market Access & Patient Support Teams to ensure strong collaboration and coordination of field associate activities, business plans, and customer resolutions.
- Integrate with Novartis leadership and collaborate across multi-functional teams (Sales, Marketing, Market Access, Operations, Training, Legal, Compliance, etc.) to ensure collaborative and compliant approach to support field success.
- 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, Customer Engagement, Commercial Operations) 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.

### Essential Requirements:

- Education: Minimum of a Bachelor's degree; Advanced degree preferred (Majors preferred: Sciences, Business, Pharmacy, and Healthcare)
- Minimum of 10 years in reimbursement, contract strategy (if applicable), managed care, sales/marketing or related field. At least 5 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 building, and motivating teams. Past success in execution of launch strategies and plans
- Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. Must have a valid driver's license

### Desirable Requirements:

- Complex/rare disease experience preferred (nuclear medicine, CAR-T, AAV gene therapy, etc.)

### Novartis Compensation Summary:

The salary for this position is expected to range between \$248,500 and \$461,500 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.

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.

## 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

General Management

Location

LOC\_US

Site

Field Non-Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

LOC\_US

Functional Area

FCT\_MA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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