

Access Field Head

Job ID

REQ-10084626

Jul 28, 2026

LOC_ES

About the Role

Key Responsibilities

Lead Integrated Product Access Strategy

- Develop and operationalize Integrated Product Access Strategies (IPAS) across assigned disease areas and assets.
- Create a compelling and competitive strategic vision for expanding patient access and delivering healthcare system value.
- Ensure access considerations are embedded into Target Product Profiles (TPPs), clinical development plans, Integrated Evidence Plans (IEPs), and product strategies.
- Drive access excellence across the Research, Development and Commercial continuum.

Shape Payer Value Propositions and Evidence Generation

- Partner with Therapeutic Area, Medical Affairs, Development and Biomedical Research teams to optimize product differentiation for payers and healthcare systems.
- Define payer evidence requirements and ensure delivery of robust access-relevant evidence packages.
- Collaborate with Health Economics and Outcomes Research (HEOR) and evidence generation teams to create compelling reimbursement value stories.
- Ensure assets are supported by strong value evidence packages that demonstrate clinical, economic and healthcare system impact.

Drive Pricing, Reimbursement and Access Innovation

- Co-create international pricing strategies and guidance in partnership with Pricing and CLS teams.
- Develop payer negotiation strategies and provide support to country organizations preparing for reimbursement discussions.
- Design innovative access solutions including Managed Entry Agreements (MEAs), Patient Support Programs (PSPs), and value-based access models.
- Support asset maximization strategies, including indication sequencing and lifecycle management.

Influence Internal and External Stakeholders

- Represent Market Access within global cross-functional leadership teams and strategic planning forums.
- Build strong partnerships across International, Regional and Country organizations.
- Engage with healthcare decision-makers, advisory boards, HTA bodies, and external stakeholders to shape access strategies and validate evidence plans.
- Contribute to external policy discussions, industry forums and publications that advance patient access and healthcare sustainability.

Lead Access Community and Resource Management

- Provide leadership, direction and mentorship across the international access community.
- Foster collaboration, alignment and knowledge sharing across functions and geographies.

- Manage budgets and resource allocation to support strategic access priorities.
- Effectively navigate a matrix environment to balance business priorities and stakeholder needs.

Compliance and Quality Responsibilities

- Report technical complaints, adverse events and special case scenarios related to Novartis products within 24 hours of awareness.
- Support distribution of marketing samples where applicable and in accordance with company policies and local regulations.

Essential Requirements

- Significant experience in Market Access, Pricing, Reimbursement, Health Economics, Health Policy or related disciplines.
- Strong understanding of global payer systems, HTA processes, reimbursement pathways and healthcare financing models.
- Demonstrated experience developing and implementing market access strategies across the product lifecycle.
- Strong strategic mindset with the ability to translate scientific innovation into compelling payer value propositions.
- Proven ability to influence senior stakeholders and lead in complex matrix organizations.
- Excellent communication, collaboration and negotiation skills.
- Experience working in international and cross-functional environments.

Desirable Requirements

- Experience within the pharmaceutical, biotechnology or healthcare industry.
- Knowledge of HEOR methodologies, value evidence generation and payer research.
- Launch readiness and global access planning experience.
- Advanced degree in Life Sciences, Health Economics, Public Health, Pharmacy, Business or a related field.

Why Novartis?

At Novartis, you will work alongside talented colleagues who are passionate about improving patient outcomes and transforming healthcare. We believe diverse perspectives drive innovation, and we are committed to creating an environment where everyone can thrive and make a meaningful impact.

Join us and help shape the future of patient access by ensuring innovative medicines reach the people who need them most.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 109,800.00 - 156,900.00 - 204,000.00 EUR Annual

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance

parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

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

€109,800.00 - €204,000.00

Division

DIV_IM

Business Unit

Corporate & Division Services

Location

LOC_ES

Site

Madrid Delegación

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Alternative Location 1

LOC_ES

Functional Area

FCT_MA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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