

MSL Lead

Job ID

REQ-10083901

Jul 23, 2026

LOC_PL

About the Role

Key Responsibilities

- Lead, coach, and develop a high-performing Medical Science Liaison team.
- Drive execution of field medical strategies aligned with business priorities and compliance standards.
- Ensure high-quality scientific engagement with healthcare professionals and medical experts.
- Oversee collection and translation of external insights into actionable medical strategies.
- Strengthen cross-functional collaboration to support evidence-based decision-making and patient outcomes.
- Build and maintain trusted partnerships with scientific experts, institutions, and professional societies.
- Champion field medical excellence through coaching, capability building, and continuous improvement.

Essential Requirements

- Advanced scientific degree in Medicine, Pharmacy, Life Sciences, or a related discipline.
- Proven experience in a Medical Science Liaison or comparable field-based medical role.
- Strong ability to interpret and communicate complex clinical and scientific data.
- Demonstrated success collaborating across cross-functional teams and stakeholders.
- Solid understanding of healthcare systems, evidence generation, and medical governance requirements.
- Excellent leadership, coaching, and stakeholder engagement skills with a patient-focused mindset.

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:

- Poland: PLN 289,500 – 537,600

The 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.

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.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable

and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our [brochure](#) to learn more about our global total rewards

offering: https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Role Requirements

Primary location salary range

zł289,500.00 - zł537,600.00

Division

DIV_IM

Business Unit

Development

Location

LOC_PL

Site

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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