

Head, State Policy

Job ID

REQ-10087608

Sep 09, 2026

LOC_US

About the Role

Key responsibilities:

- Lead the development and alignment of Novartis positions on priority state policy issues affecting patient access, affordability, pharmaceutical innovation and the US business.
- Manage, coach and develop the State Policy team, including one direct report, and foster curiosity, responsible experimentation and continuous learning in the use of AI-enabled ways of working.
- Direct predictive policy analysis and external research to identify three-to-five-year trends, emerging risks and opportunities across priority states.
- Partner with State Government Affairs leaders to translate policy positions into advocacy strategies, messages, tools and resources for priority state engagements.
- Connect insights, capabilities and stakeholders across US Public Affairs and the US business to accelerate learning and enable consistent enterprise positions.
- Represent Novartis in key trade associations and coalitions, including PhRMA and BIO, to shape industry policy positions and external strategies on priority issues.
- Oversee development of executive-ready briefings, policy materials and educational resources on topics such as drug pricing, 340B and patient access.
- Establish clear objectives and measures of impact for the State Policy function, manage external resources and ensure effective knowledge sharing across US Public Affairs.

Essential requirements

- Bachelor's degree required; advanced degree in public policy, law, public health, business or related field preferred.
- Significant professional experience in state health policy, government affairs or public policy, with experience in the pharmaceutical or life sciences sector, a trade association, consulting or government.
- Demonstrated people-management experience, including setting direction, developing talent and leading through influence in a matrixed organization.
- Proven ability to develop policy strategy, synthesize complex information and translate analysis into practical advocacy recommendations.
- Demonstrated fluency with AI tools, including the ability to select appropriate use cases, develop effective prompts and workflows, critically evaluate and verify outputs, and use AI in accordance with applicable data, privacy, compliance and responsible-use requirements.
- Demonstrated enterprise mindset, including the ability to connect work across functions and geographies, balance local and functional priorities with broader organizational objectives, share insights and resources, and make decisions in the best interest of Novartis and patients.
- Strong executive communication, judgment and stakeholder-management skills, with the ability to build alignment across senior internal and external audiences.

Desirable requirements

- Experience applying data, scenario planning, predictive insights or AI-enabled methods to long-range policy strategy.
- Experience leading adoption of new digital or AI-enabled ways of working within a team or matrixed organization.
- Established relationships across state health policy, government, industry or patient advocacy communities.

Benefits & Rewards

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.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Role Requirements

Division

DIV_CE

Business Unit

General Management

Location

LOC_US

Site

Washington, DC

Company / Legal Entity

U061 (FCRS = US061) Novartis Services, Inc.

Alternative Location 1

LOC_US

Functional Area

FCT_CA

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

Job ID

REQ-10087608

Head, State Policy

[Apply to Job](#)

Source URL: <https://jobapi.novartis.com/req-10087608-head-state-policy>

List of links present in page

1. <https://jobapi.novartis.com/req-10087608-head-state-policy>
2. <https://www.novartis.com/about/strategy/people-and-culture>
3. <https://talentnetwork.novartis.com/network>
4. <https://www.novartis.com/careers/benefits-rewards>
5. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Washington-DC/Head--State-Policy_REQ-10087608-1
6. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Washington-DC/Head--State-Policy_REQ-10087608-1