NOVARTIS

Pricing & Access Contracting Lead

Job ID
REQ-10077829
Jun 22, 2026
LOC_PL

About the Role

Key responsibilities

- Provide payer and market expertise to shape robust pricing and contracting strategies across the full product lifecycle.
- Lead the review, validation, and endorsement of country pricing proposals and business cases, and actively support negotiations with payers and public authorities.
- Assess and clearly communicate the market, payer, and patient access implications of pricing decisions, ensuring alignment with portfolio and access objectives.
- Develop, maintain, and continuously enhance pricing tools, models, and guidance to support access, field, and cross-functional teams.
- Translate global and regional pricing guidance into compliant, locally optimized pricing strategies and ensure consistent execution across the portfolio.
- Embed pricing strategies into launch planning, tender processes, and contracting activities, including management of price changes, rebates, and discounts.
- Design and implement access contracting and tender strategies from launch through loss of exclusivity, including mature brand optimization and renewals.
- Lead or support complex contract negotiations with payers, hospitals, and authorities, ensuring high-quality tender submissions and sustainable outcomes.
- Oversee end-to-end pricing and contracting process management, including system accuracy and operational coordination with Finance.
- Partner closely with Access Strategy, Access Field, HEOR/HTA, Commercial,Finance, and regional teams to ensure strong cross-functional alignment.
- Foster a high-performance culture by coaching, developing talent, strengthening succession, and role-modeling Novartis Leadership Expectations.

Requirements

- University degree in Economics, Business, Pharmacy, Life Sciences, or a related field; fluent English and country language (Polish); 5–10 years of relevant professional experience.
- Proven experience in Market Access, Pricing, HEOR/HTA, Commercial, Finance (esp. Business Planning & Analysis or related consulting roles) within the pharmaceutical or healthcare environment.
- Advanced analytical skills, including financial modeling and development of robust pricing business cases.
- Strong track record in pricing strategy development, payer negotiations, tender management, and access contracting.
- In-depth understanding of pricing methodologies, contracting models, tender mechanisms, and product lifecycle management.
- Solid knowledge of pricing governance frameworks, systems, and compliance requirements.
- Excellent communication skills, with the ability to clearly articulate pricing rationale and value propositions to diverse stakeholders.
- Proven negotiation capability and ability to lead complex, high-stake discussions with payers and public authorities.
- Strong ownership mindset, sound judgment, and ability to influence without formal authority.
- Resilient, solution-oriented, and effective in ambiguous and evolving environments.

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 331,900 - 616,300

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
zł331,900.00 - zł616,300.00
Division
DIV_IM
Business Unit
General Management
Location
LOC_PL
Site
Warsaw
Company / Legal Entity
PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.
Functional Area
FCT_MA
Job Type
Full time
Employment Type
Temporary (Fixed Term)
Shift Work
No
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