NOVARTIS

Country Value & Access Head

Job ID
REQ-10084077
Aug 11, 2026
LOC_PL

About the Role

Key responsibilities

• Define and Lead the Country Access Strategy

Develop and execute the access strategy for priority therapeutic areas and key launches.

Ensure patient access considerations are integrated into portfolio, launch, lifecycle, and indication strategies.

Represent the payer perspective in key business decisions and asset planning.

• Lead Pricing, Contracting and Reimbursement

Own country pricing and reimbursement strategies.

Lead negotiations with payers and healthcare authorities.

Develop innovative contracting and risk-sharing solutions.

Ensure compliance with global and international pricing policies.

• Lead HEOR and Evidence Generation

Define HEOR and HTA strategies to support reimbursement and access objectives.

Ensure development of robust value dossiers, economic models, budget impact analyses, and evidence packages.

Align evidence generation activities with payer needs and healthcare system priorities.

• Lead Access Field Force and Account Management

Direct Access Field teams and key account activities.

Strengthen relationships with hospitals, regional and national payers, healthcare providers, and other access-critical stakeholders.

Ensure effective execution of local access plans and contracting initiatives.

• Drive Healthcare System Shaping and External Partnerships

Build strategic relationships with government bodies, HTA agencies, policymakers, industry associations, patient organizations, and healthcare providers.

Shape policies and healthcare environment to improve sustainable patient access.

Position Novartis as a trusted partner in the healthcare ecosystem

• Drive Cross-Functional Leadership

Align Commercial, Medical, Public Affairs, HEOR, Pricing, and Access teams around a common access strategy.

Influence senior stakeholders and drive enterprise decision-making.

Ensure integrated planning and coordinated execution across functions.

• Build and Develop the V&A Organization

Lead, coach, and develop a high-performing V&A team.

Strengthen capabilities across pricing, contracting, access strategy, HEOR, and stakeholder engagement.

Ensure succession planning and talent development.

Requirements

• University degree in Health Economics, Public Health, Life Sciences, Medicine, Pharmacy, Economics, or equivalent; advanced degree preferred; English and Polish required; 10+ years of experience in Market Access, HEOR, Pricing, Health Policy, or related disciplines.

• Direct leadership experience managing teams of approximately 10–20 people, with the ability to engage, empower, coach, and develop high-performing teams.

• Deep understanding of the local healthcare ecosystem, ideally complemented by exposure to other market archetypes or above-country experience.

• Proven experience working with government, regulators, HTA bodies, payers, policymakers, political stakeholders, and other external healthcare decision-makers.

• Strong track record in price negotiations, innovative contracting, payer strategy development, and shaping reimbursement outcomes.

• Experience co-creating healthcare solutions with external stakeholders at system or disease-area level.

• Demonstrated ability to represent the payer perspective in early pipeline shaping and clinical development discussions.

• Cross-functional experience across Commercial, Medical, and Public Affairs, with the ability to influence senior stakeholders in highly matrixed environments.

• Strong ability to navigate complexity, anticipate trends, shape innovative access models, communicate with courage and influence, and drive collective impact through strategic partnerships.

• Ability to navigate the complexities of a corporate environment and a matrix organization, as well as applying a strategic mindset

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: 464,500.00 to 862,700.00 PLN

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.

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

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
zł464,500.00 - zł862,700.00
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
Regular
Shift Work
No
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REQ-10084077

Country Value & Access Head

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List of links present in page

1. https://jobapi.novartis.com/req-10084077-country-value-access-head
2. https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf
3. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Warsaw/Country-Value---Access-Head_REQ-10084077-1
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