NOVARTIS

Access Field Head

Job ID
REQ-10084626
Sep 01, 2026
LOC_ES

About the Role

Strategic Relationship Management

- Build and deepen long-term partnerships and relationships with key national, regional, and territorial accounts.
- Drive influence strategies to support early access schemes and patient pathway initiatives.
- Engage hospital leadership, payers, and healthcare authorities to support access objectives.

Execution of Access Strategies to Maintain Access & Maximize Value

- Secure formulary inclusion across national, regional, city, and hospital levels to achieve early and broad access.
- Prepare markets for early launch by shaping access conditions and supporting reimbursement submissions.

Account Collaboration, Coordination & Management

- Ensure strong cross-functional alignment and timely execution of account plans. Coordinate field teams and internal experts to deliver on access priorities and KPIs.
- Develop insight-driven account plans and track performance (e.g., hospital listings).

Healthcare System Readiness (HCSR)

- Represent the company in Healthcare System Shaping forums, roundtables, and industry associations.
- Contribute to healthcare reform discussions and policy shaping activities.

Leadership & Culture

- Foster an engaged, high-performance culture with clear goals, coaching, and ongoing development.
- Attract future ready talents, help them grow, and keep them engaged; strengthen succession and capability across the country organization.

Experience/Professional Requirement:

Education:

- University degree in Life Sciences, Pharmacy, Health Economics, Business, Public Health, or related field.
- Advanced degree (MBA, MSc, MPH, HEOR-related) can be an asset

Languages:

- Spanish
- English

Experiences

- 5–10 years of experience in Market Access, Government Affairs, Pricing, HEOR/HTA, Key Account Management, or Commercial roles in the pharmaceutical industry.
- Experience partnering with hospitals, regional/national payers, healthcare authorities, or wholesalers/distributors.
- Exposure to Healthcare System Shaping, public policy engagement, or health system transformation initiatives is an

advantage.

Functional Skills

- Access strategy execution, tender management, contracting and negotiation.
- Stakeholder mapping, influence strategy, and partnership building.
- Strong analytical capability; ability to interpret access, pricing, and market dynamics.
- Account planning and CRM utilization.

Leadership & Behavioural Skills

- Strategic thinking with strong execution discipline.
- Influential communicator capable of operating across senior stakeholder groups.
- Collaborative leadership with a strong cross-functional 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: 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.

You may 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:

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
€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
Apply to Job

Job ID
REQ-10084626

Access Field Head

Apply to Job

Source URL: *https://jobapi.novartis.com/req-10084626-access-field-head*

List of links present in page

1. https://jobapi.novartis.com/req-10084626-access-field-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/Madrid-Delegacin/Access-Field-Head_REQ-10084626-1
4. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Madrid-Delegacin/Access-Field-Head_REQ-10084626-1