NOVARTIS

Radioligand Therapies (RLT) Director, Ecosystem Lead – Northern CA

Job ID
REQ-10088809
Oct 06, 2026
LOC_US

About the Role

Key Responsibilities:

- Understand the needs of the target ecosystem archetype customers at all levels, from departments to C-Suite, and utilize insights to anticipate, leverage, and navigate trends impacting the business, articulating business insights and driving priorities to deliver outcomes.
- Develop and drive strategic plans, leading the region’s Integrated Field Strategy Team (IFST) to advance Novartis' objectives and address account needs, collaborating with IFST members on pre-launch/launch strategy and execution across HQ, account, and regional executive teams.
- Build strategic customer relationships to advance engagement between Novartis and ecosystem partners, identifying, prioritizing, and championing change opportunities to better serve partners.
- Identify opportunities for collaboration and engagement with ecosystem C-Suite, D-Suite, and other non-HCP decision-makers, serving as the RLT oncology primary contact and partnering with other account leads for executive and HQ exchanges.
- Create and build opportunities for internal cross-functional collaboration, driving partners across functions to eliminate barriers and create solutions, leading communication, problem-solving, decision-making, and effective enterprise mindset collaboration.
- Provide alternatives and solutions where challenges and ambiguity exist.
- Own account performance across the RLT platform, identifying and leading opportunities to impact demand-generating functions and achieving ecosystem performance, influencing cross-functional teams including sales, access, and other partners.
- Establish, enable, and lead effective communications between Novartis and ecosystems, internal account teams, customer engagement leadership, and other Novartis functions, anticipating and communicating strategic shifts that align with organizational goals and encouraging teams to adapt and lead with confidence.
- Manage multiple highly critical and complex ecosystem archetype targets.

Essential Requirements:

- Bachelor’s degree required from 4-year college or university.
- 10+ years’ experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors, especially where strong field leadership and customer engagement are central to success.
- 5+ years’ experience in account management covering Academic Medical Centers, Integrated Health Systems, GPOs and/or Large Community Oncology Integrated Networks.
- 2+ years’ experience in project management/leadership and successful translation of strategy into execution.
- 2+ years’ experience leading complex projects requiring cross functional and national alignment.
- Recent US experience (within last 5 years) with deep understanding of US healthcare ecosystem.
- A robust business background, with strong and proven ability to successfully collaborate, work and lead cross-

functionally in a matrix environment to build and drive effective strategic account plans aligned to customer and organization goals.
- Candidate must reside within territory, or within a reasonable daily commuting distance of 100 miles from the territory border. Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. Must have a valid driver's license.

Desirable Requirements:

- Oncology, Nuclear Medicine, Buy and Bill or other leading edge healthcare experience in a highly matrixed organization.
- Understanding of the macro-economic landscape in healthcare impacting operational, clinical and financial decisions.

Driving is an Essential Function of this Role: Meaning it is fundamental to the purpose of this job and cannot be eliminated. Because driving is an essential function of the role, you must have a fully valid and unrestricted driver's license to be qualified for this role. The company provides reasonable accommodations for otherwise qualified individuals with medical restrictions if an accommodation can be provided without eliminating the essential function of driving.

COVID-19 Vaccine Policy (customer-facing roles only): While Novartis does not require vaccination for COVID-19 or proof of a recent negative test result for COVID-19 at this time, employees working in customer-facing roles must adhere to and comply with customers' (such as hospitals, physician offices, etc.) credentialing guidelines, which may require vaccination. As required by applicable law, Novartis will consider requests for reasonable accommodation for those unable to be vaccinated. This requirement is subject to applicable state and local laws and may not be applicable to employees working in certain jurisdictions. Please send accommodation requests to Eh.occupationalhealth@novartis.com.

For Field Roles with a Dedicated Training Period: The individual hired for this role will be required to successfully complete certain initial training, including home study, eight (8) or fewer hours per day and forty (40) or fewer hours per week.

Novartis Compensation Summary:

The salary for this position is expected to range between $185,500 and $344,500 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.

Role Requirements

Division

DIV_IU
Business Unit
Sales
Location
LOC_US
Site
Field Non-Sales (USA)
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Alternative Location 1
LOC_US
Functional Area
FCT_SA
Job Type
Full time
Employment Type
Regular
Shift Work
No
Apply to Job

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