NOVARTIS

Associate Director, Access and Reimbursement (ADAR)-Radioligand Therapies (RLT) - Washington DC & Baltimore

Job ID
REQ-10090338
Oct 22, 2026
LOC_US

About the Role

Key Responsibilities:

- Lead access and reimbursement strategy across complex healthcare systems, treatment centers, and specialty practices to help enable timely patient access to radioligand therapies.
- Serve as the primary field-based expert on buy-and-bill processes, providing education and guidance on procurement, acquisition pathways, reimbursement, billing, coding, claims management, and operational workflows.
- Partner with health system leaders, pharmacy teams, revenue cycle stakeholders, financial counselors, and practice administrators to identify and address access, reimbursement, and procurement barriers.
- Assess treatment site readiness and support onboarding efforts, helping organizations successfully establish the operational, financial, and logistical capabilities required for radioligand therapy administration.
- Collaborate with customer-facing and cross-functional teams to facilitate product procurement, treatment logistics, patient support services, and reimbursement solutions that improve the patient and provider experience.
- Develop and execute strategic account plans that address local market dynamics, payer coverage considerations, site-specific challenges, and opportunities to expand patient access.
- Act as a trusted advisor on evolving reimbursement, coverage, and healthcare landscape trends, proactively communicating insights that may impact treatment access and account operations.
- Educate customers on available patient support resources and manufacturer-sponsored programs, supporting integration into account workflows while helping patients initiate and remain on therapy.
- Analyze complex access and reimbursement challenges, develop practical solutions, and drive issue resolution through effective project management and stakeholder engagement.
- Maintain the highest standards of compliance, patient privacy, integrity, and cross-functional collaboration while representing the organization as a trusted partner to customers and internal teams.

Essential Requirements:

- Bachelor’s degree required from 4-year college or university.
- 5+ years’ experience within the pharmaceutical or biotech industry supporting Patient Services, Market Access, Sales, Account Management, or related functions, including 2+ years in a patient support role for specialty products.
- Demonstrated experience partnering with complex healthcare practices, health systems, and provider networks to support patient access and acquisition pathways.
- Proven ability to manage strategic accounts, identify potential access barriers, and proactively develop solutions that support positive patient outcomes.
- Deep understanding of manufacturer-sponsored patient support programs and their integration into healthcare office workflows.
- Experience supporting specialty products distributed through Specialty Pharmacy networks and channels.
- Strong knowledge of reimbursement and product access pathways, including specialty pharmacy, buy-and-bill, and retail distribution models.

- 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:

- Advanced degree in business, life sciences, healthcare, or a related field preferred, with a strong understanding of the challenges, workflows, and reimbursement considerations that impact patient access within complex healthcare settings.
- Demonstrated ability to influence and engage senior healthcare leaders and executive stakeholders through strategic conversations and presentations, translating complex access and reimbursement concepts into actionable solutions.

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 in 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 $160,300 and $297,700 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
General Management
Location
LOC_US
Site
Field Non-Sales (USA)
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
FCT_MA
Job Type
Full time
Employment Type
Regular
Shift Work
No
Apply to Job

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2. mailto:Eh.occupationalhealth@novartis.com
3. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Non-Sales-USA/Associate-Director--Access-and-Reimbursement--ADAR---Radioligand-Therapies--RLT----Washington-DC---Baltimore_REQ-10090338
4. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Field-Non-Sales-USA/Associate-Director--Access-and-Reimbursement--ADAR---Radioligand-Therapies--RLT----Washington-DC---Baltimore_REQ-10090338