NOVARTIS

Value & Access Head Denmark

Job ID
REQ-10089702
Oct 26, 2026
LOC_DK

About the Role

Key Responsibilities:

- Lead the Denmark Value & Access organization, setting strategic priorities that maximize patient access and portfolio value.
- Develop and execute integrated access, pricing, reimbursement, and healthcare system strategies aligned with business objectives.
- Lead and develop high-performing teams across Access, Pricing, Health Economics and Outcomes Research, Health Technology Assessment, Healthcare System Shaping, and Access Field functions.
- Shape the external healthcare environment through strategic partnerships with payers, policymakers, healthcare organizations, and industry stakeholders.
- Ensure robust market access strategies that enable optimal reimbursement and sustainable patient access for Novartis therapies.
- Partner closely with commercial, medical, regional, and global teams to drive portfolio growth and launch excellence.
- Champion evidence-based decision-making by leveraging health economics, outcomes research, and healthcare system insights.
- Represent Novartis externally and influence healthcare policy discussions that support innovation, patient outcomes, and system sustainability.
- Drive organizational transformation, capability building, and talent development to strengthen long-term Value & Access excellence.
- Ensure strong governance, compliance, and execution across all Value & Access activities while delivering sustainable business performance.

Essential Requirements:

- University Degree in Health Economics, Public Health, Life Sciences, Medicine, Pharmacy, Economics, or equivalent.
- 8+ years of experience in Market Access from the pharmaceutical industry.
- Strong track record in price negotiations, innovative contracting, and shaping payer strategies.
- Extensive experience in pricing, market access, and commercial strategy across multiple brands and therapeutic areas.
- Proven ability to develop trust-based relationships with key local stakeholders.
- Knowledge of reimbursement processes and commercial principles, with excellent persuasive and influencing skills, strong solution orientation, and business acumen.
- Excellent analytical skills with the ability to synthesize complex information into actionable insights and recommendations, while collaborating effectively across Value & Access, Commercial, Medical, and Finance teams.
- Proficiency in Danish and English, both written and spoken, with a proactive approach to utilizing approved Artificial Intelligence and digital solutions to enhance productivity, streamline workflows, and improve quality of outputs.

Expected Annual Base Salary Range for role: 730,700.00 - 1,357,100.00 DKK

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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 & 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
kr730,700.00 - kr1,357,100.00
Division
DIV_IM
Business Unit
General Management
Location
LOC_DK
Site
Copenhagen
Company / Legal Entity
DK06 (FCRS = DK006) Novartis Healthcare A/S
Functional Area
FCT_MA
Job Type
Full time
Employment Type
Regular
Shift Work
No
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Value & Access Head Denmark

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