NOVARTIS

Access Field Manager

Job ID
REQ-10091141
Oct 28, 2026
LOC_UA

About the Role

Your key responsibilities

- Act as the primary Field Excellence partner for Therapeutic Areas and the Value & Access team.
- Represent Field Excellence in business planning and performance reviews, ensuring that field implications are clearly understood.
- Prioritize Field Excellence activities based on business needs, brand priorities and field performance.
- Collaborate with Capability Building teams to support the development of field force capabilities and competitiveness.
- Ensure that field execution models are aligned with brand priorities, Access priorities and global or regional Go-To-Market plans.
- Develop recommendations on field organization design and optimal team size using internal and external benchmarks.
- Prepare field force sizing scenarios based on customer targets, available benchmarks, potential synergies and launch priorities.
- Implement and align promotional and functional field KPIs with international standards and local business priorities.
- Lead customer segmentation, tiering and targeting across healthcare professionals, access customers and patients.
- Analyse field performance and effectiveness data, identify relevant insights and propose possible improvement actions.
- Maintain lists of key healthcare decision-makers and customer targets.
- Connect field structure, customer management, performance analytics, incentives and brand strategy to provide a holistic view of field performance.
- Partner with Data, Analytics & Platforms to support the availability and adoption of CRM, ICE dashboards, RepAI and other AI-driven tools.
- Support updates and maintenance of the CRM ecosystem, including OnCore, ShamanGo and Veeva Vault.
- Support local implementation of global and regional processes for target setting, performance evaluation and incentives.
- Collaborate with relevant internal teams and external providers to incorporate available benchmarks and data into incentive scheme design and performance diagnostics.

What you bring to the role

- University degree in business, life sciences, economics or a related field.
- Experience in pharmaceutical or healthcare commercial roles, Field Force Effectiveness or Commercial Excellence.
- Strong understanding of field execution models and Go-To-Market planning.
- Experience supporting or co-designing commercial field incentive schemes, including payout modelling and performance diagnostics, would be an advantage.
- Strong analytical skills and the ability to build and interpret KPI frameworks, incentive models and performance dashboards.
- Advanced knowledge of Excel and experience with analytical tools.
- Ability to convert field performance data into practical recommendations and actions.
- Understanding of the regulatory environment, industry standards and ethical requirements.
- Experience working in an international, matrixed organization.
- Ability to engage and influence senior stakeholders without direct reporting authority.
- Structured, collaborative and data-driven approach to decision-making.
- Strong communication skills and an ethical mindset.

- Fluency in English and the country language.

Role Requirements

Division
DIV_IM
Business Unit
Other
Location
LOC_UA
Site
Kharkiv
Company / Legal Entity
UAP0 (FCRS = CH024) NOPH SERVICES UKRAINE
Functional Area
FCT_MA
Job Type
Full time
Employment Type
Regular
Shift Work
No
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