NOVARTIS

Access Field Lead

Job ID
REQ-10091133
Oct 28, 2026
LOC_UA

About the Role

Key Responsibilities

- Co-develop and execute regional and hospital access plans for priority products.
- Translate Therapeutic Area access strategies into actionable field activities.
- Identify access barriers and implement mitigation actions.
- Lead stakeholder engagement with hospitals, payers, regional authorities, wholesalers, and private payers in the Central Region.
- Build and maintain trusted relationships with key decision makers and influencers.
- Monitor access status, formulary listings, reimbursement progress, and product positioning across accounts.
- Execute Healthcare System Readiness initiatives.
- Lead, coach, and develop Access Field Managers across Ukraine.
- Set team and individual priorities, objectives, and KPIs in alignment with access strategy.
- Manage performance through regular feedback, coaching, and development planning.
- Ensure accurate CRM updates, activity tracking, KPI monitoring, and timely reporting.
- Consolidate regional insights, identify execution gaps, and drive corrective actions.
- Ensure full compliance with company policies, SOPs, ethical standards, and local regulations.

Key Performance Indicators

- Access achievement in priority accounts.
- Time to access or listing.
- Quality of access and account plan execution.
- Compliance with approved price and positioning.
- Timeliness and accuracy of reporting and system updates.
- Team engagement, development, and retention.

Requirements

- University degree in life sciences, pharmacy, health economics, or a related field.
- Advanced degree in market access or healthcare systems is an advantage.
- 3–5 years of experience in market access, field access, or related healthcare roles.
- Experience working with hospitals, payers, or regional health authorities.
- Understanding of reimbursement, formulary, and tendering processes.
- Experience across product launch and in-market phases.
- Proven experience in leading, coaching, or managing field-based teams; formal line-management experience is preferred.
- Ability to combine direct stakeholder responsibilities in the Central Region with leadership of a geographically dispersed team.

Skills and Capabilities

- Strong understanding of healthcare systems and access pathways.
- Excellent negotiation, stakeholder management, and account planning skills.
- Data-driven approach to monitoring access performance and KPIs.
- Inclusive leadership style with the ability to build accountability and consistent execution across regions.

- Strong prioritization, delegation, decision-making, and conflict-resolution skills.
- Collaborative mindset and ability to work effectively in a cross-functional environment.
- High standards of compliance, ethics, and professionalism.

Languages

- Ukrainian — fluent.
- English — working proficiency.

Role Requirements

Division
DIV_IM
Business Unit
Other
Location
LOC_UA
Site
Kyiv
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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