NOVARTIS

Associate Director, Gross-to-Net & Sales Planning

Job ID
REQ-10091277
Nov 03, 2026
LOC_US

About the Role

Key Responsibilities

· Contribute to and lead accurate, timely Government GTN forecasts (Medicaid including MFN, 340B, IRA Penalty, Benefit Redesign, and FSS) and monthly/quarterly performance presentations. Analyze actuals versus forecast, identify key trends and rate / volume drivers, assess risks and opportunities, and recommend corrective actions

· Lead and maintain the Medicaid rebate forecast and supplemental programs, including the BP/AMP-driven base rebate (URA), inflation penalty, utilization and payer mix. Understand how pricing metrics (AMP, Best Price, 340B ceiling price) flow through each Government segment

· Lead the monitoring of MFN pricing policies and agreements, and build scenarios quantifying impacts on net price, rebate exposure. Align assumptions with Public Policy, Market Access and Finance leadership

· Lead and maintain the 340B forecast, including ceiling price and sub-ceiling price, and chargeback/rebate trends. Monitor channel growth, duplicate discount exposure and policy/litigation developments, and quantify net price impact

· Forecast IRA Penalty and Benefit Redesign impacts on Medicare Part D, including Manufacturer Discount Program liability, Part D inflation rebates by brand and benefit phase. Update assumptions as data emerges and document methodology for transparency and audit readiness

· Support Forecast process on Federal channel (e.g. VA, DoD, PHS, Tricare) pricing and discounts, including Non-FAMP and Federal Ceiling Price impacts.

· Drive process improvements and AI-enabled automation in GTN planning, improve transparency, including streamlining and consistency across brands and Government segments, and leveraging technology to automate routine tasks / reporting / dashboards

· Partner with Market Access, Managed Markets Finance, Commercial BPA, Financial Revenue Accounting for forecast and quarterly close accruals, prior period adjustments

· Collaborate across segment forecasts to align on interdependent impacts/assumptions (i.e. Commercial Best Price, segment mix, etc.)

Essential Requirements

· Bachelor’s degree in Finance, Accounting, Business Administration, Economics, or a related field.

· 5+ years of Finance experience, with pharmaceutical industry experience required.

· Strong understanding of gross-to-net complexities, financial modeling, accounting principles, forecasting, and financial analysis.

· Strong analytical skills with the ability to translate complex financial and commercial data into actionable business insights.

· Proven communication and presentation skills, including experience engaging senior leaders in complex stakeholder environments.

· Advanced proficiency with Microsoft Excel and financial analysis tools and software's (e.g. AI tools, BPC, Microsoft Excel, Powerpoint, Power BI, etc.), with experience driving process improvements and automation.

Desirable Requirements

· Experience with U.S. Government segments or government pricing, including Medicaid, 340B, Medicare Part D, or Federal channels.

· Master of Business Administration or another relevant advanced degree, with exposure to AI-enabled financial planning considered an advantage.

Why Novartis?

At Novartis, our purpose is to reimagine medicine to improve and extend people's lives. As Associate Director, Gross-to-Net & Sales Planning, you will have the opportunity to shape critical forecasting and financial decisions across U.S. Government segments while helping the organization navigate an evolving pricing, reimbursement, and policy environment. You will collaborate across Market Access, Public Policy, Finance, and Financial Revenue Accounting to strengthen forecast accuracy, anticipate financial impacts, and advance more transparent, technology-enabled gross-to-net planning.

Benefits & Rewards

The salary for this position is expected to range between $119,700 - $222,300 USD 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.

To learn more about the culture, rewards and benefits we offer our people, click here.

Commitment to Diversity and Inclusion

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the

patients and communities we serve.

The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

Accessibility and Accommodation

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities.

If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or in order to perform the essential functions of a position, please send an email to us.reasonableaccommodations@novartis.com or call +1 (877) 395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Role Requirements

Division
DIV_FI
Business Unit
Finance
Location
LOC_US
Site
East Hanover
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
FCT_FN
Job Type
Full time
Employment Type
Regular
Shift Work
No
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Job ID
REQ-10091277

Associate Director, Gross-to-Net & Sales Planning

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