NOVARTIS

Associate Director, Gross to Net and Sales Planning

Job ID
REQ-10091278
Nov 04, 2026
LOC_US

About the Role

Key Responsibilities

· Lead gross-to-net forecasts for Commercial and Medicare segments, delivering accurate and timely performance insights.

· Translate contract terms, payer dynamics, and deal changes into financial impacts and robust forecast assumptions.

· Analyze invoice-to-payment discrepancies, billing variances, and external market changes to identify risks and opportunities.

· Partner with Financial Revenue Accounting on accruals, period-end close activities, reconciliations, and prior-period adjustments.

· Align cross-segment assumptions and maintain clear documentation, controls, and reconciliations supporting forecast accuracy and compliance.

· Drive process improvements and automation across gross-to-net planning, reporting, dashboards, and recurring financial activities.

Essential Requirements

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

· 5+ years of Finance experience, including required experience within the pharmaceutical industry.

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

· Proven ability to synthesize complex financial and commercial data into actionable insights and recommendations.

· Strong communication and presentation skills, with experience influencing senior leaders and navigating complex stakeholder environments.

· Advanced proficiency with Microsoft Excel and financial analytics/reporting tools such as BPC, Qlik, or Power BI.

Desirable Requirements

· Master of Business Administration or another relevant advanced degree.

· Experience applying artificial intelligence to financial planning, analytical models, reporting, or workflow automation with appropriate validation and data safeguards.

Why Novartis?

At Novartis, our purpose is to reimagine medicine to improve and extend people's lives. As Associate Director, Gross-to-Net Planning, you will have the opportunity to shape critical forecasting and financial decisions across Commercial and Medicare segments while helping the organization navigate an evolving U.S. payer landscape. You will collaborate across Market Access, Public Policy, Finance, and Financial Revenue Accounting to strengthen forecast accuracy, generate actionable insights, and advance more efficient, technology-enabled 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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REQ-10091278

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