

Neuroscience VP, Head of Sales – Remote

Job ID
REQ-10027834
Oct 31, 2024
USA

Summary

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 60-80% travel.

The VP, Head of Sales is an experienced leader with hands on expertise in creating a direct impact on performance by fostering a work environment that inspires passion, innovation, and accountability among cross-functional teams to transform Customer Engagement (CE) and deliver life-changing therapies to patients. This role also involves promoting personalized HCP engagement to enhance customer and patient experiences, developing overall business strategies for the sales organization, and guiding teams in their implementation using various insights. You will be responsible for establishing and executing our go-to-market model with Novartis cross-partners, effectively and efficiently utilizing field teams to eliminate obstacles and provide resources, thereby delivering clinical value to patients and positioning Novartis as a preferred partner for customers. The VP, Head of Sales can analyze information, challenge conventional thinking, and make effective decisions to ensure successful launches of new therapies.

#LI-Remote

About the Role

Key Responsibilities:

- Build, hire and retain the most dedicated and agile workforce to meet the demands of the sophisticated changing dynamics of the fluctuating healthcare landscape, while collaborating to embed cross-functional hard-working teams that are highly engaged business owners across the enterprise on go-to-market strategies and execution of therapeutic area product launches.
- Guide the national sales team through structural transformations with minimal impact on customers and optimal employee involvement. Aim to foster a curious, inspired, and empowered culture through collaboration and accountability, while managing and leading complex changes.
- Develop and implement a sales strategy for launching products, while enhancing profitability through continuous collaborations, and expanding market share to achieve business goals with resilience in competitive environments.
- Promote a motivated, inclusive, and patient-oriented culture founded on Novartis Values & Behaviors and create a rhythm of accountability for the team by developing plans that encourage growth and consistently improve associates' performance.
- Establish and recommend the necessary level and type of resources to execute national portfolio or

product sales strategies during the budgeting process, in coordination with the Integrated Portfolio Product team.

- Identify local market demands and engagement drivers, then coordinate with functional teams to allocate resources appropriately, customizing products and services to meet customer needs both in person and virtually.
- Collaborate with market access to prioritize opportunities, implement sales strategies, and secure access wins, while using analytics platforms to inform decisions and pinpoint risks and opportunities.
- Manage local resource distribution and net sales for your product portfolio, allocate budgeted resources to achieve national sales goals, and adjust based on emerging opportunities during the fiscal year.

Essential Requirements:

- Bachelor's degree required; MBA preferred.
- 12+ years of diverse commercial pharmaceutical experience, consistently excelling in second-line sales leadership and in attracting, developing, and retaining diverse and effective teams.
- Prior experience in leading teams focused on specialty therapeutic areas, along with a proven track record of successful product launches.
- Proven track record of leadership in diverse, cross-functional settings such as operations, account management, marketing, and market access, with demonstrated experience in complex sales environments involving physicians, managed markets, and/or accounts with restricted physical access.
- Demonstrated strategic and analytical skills through significant projects and initiatives, consistently achieving results, backed by strong financial and business knowledge, including expertise in managing large, complex budgets.
- Shown understanding of US market access dynamics including payer landscape, buy-and-bill and specialty pharmacy.

Desirable Requirements:

- Significant experience and success leading sales teams in promotion to large practices, hospitals (Critical Care Unit, Emergency Department, Pharmacies, Pharmacy & Therapeutic), Integrated Delivery Network, and System of Care (SoC) Customer.
- Previous experience leading therapeutic area teams, with successful launch experience.

COVID-19 Vaccine Policy (customer-facing roles only): While Novartis does not require vaccination for COVID-19 or proof of a recent negative test result for COVID-19 at this time, employees working in customer-facing roles must adhere to and comply with customers' (such as hospitals, physician offices, etc.) credentialing guidelines, which may require vaccination. As required by applicable law, Novartis will consider requests for reasonable accommodation for those unable to be vaccinated. This requirement is subject to applicable state and local laws and may not be applicable to employees working in certain jurisdictions. Please send accommodation requests to Eh.occupationalhealth@novartis.com.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$284,000 and 426,000/year; ***however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities.*** The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an

employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Company will not sponsor visas for this position.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients’ lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we’ll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

Accessibility & Reasonable Accommodations

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 to perform the essential functions of a position, please send an e-mail 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.

Division

US

Business Unit

Innovative Medicines

Location

USA

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1
Dallas (Texas), USA
Alternative Location 2
East Hanover (New Jersey), USA
Alternative Location 3
Seattle (Washington), USA
Alternative Location 4
Tampa (Florida), USA
Functional Area
Sales
Job Type
Full time
Employment Type
Regular (Sales)
Shift Work
No
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