

# Head of Access Excellence

Job ID  
REQ-10054965  
Jul 04, 2025  
Switzerland

## Summary

Accelerate operational excellence in Value and Access (V&A) by streamlining global operations and reporting, developing a robust delivery engine, and a worldclass Learning experience of associates globally across 100+ countries. Leadership of BSI V&A organisation to ensure execution for strategy into operational execution. Transform operational excellence into impactful market experiences through advanced technology and analytics solutions.

## About the Role

### Key Responsibilities:

### Operational Leadership:

- Lead a team of experts to drive efficient V&A delivery to International and markets.
- Lead integration of BSI V&A and ensure end to end delivery from strategy into operations.
- Enhance operational performance in V&A through strategic initiatives.
- Ensure seamless deployment of content, assets, and solutions across international markets.

### Roadmap Lead:

- Lead and oversee the execution of the newly implemented roadmap for the International V&A team, ensuring strategic alignment with global business objectives and access goals
- Foster cross-functional collaboration and communication with key stakeholders, Pricing, HEOR and Access teams, to drive cohesive strategies

### Technology and Analytics:

- Own and manage the V&A technology, data and analytics strategy and roadmap.
- Collaborate with DDIT and other technology/data teams to develop fit-for-purpose platforms and solutions.
- Facilitate the adoption of AI-powered business insights and analytics capabilities, training top countries to achieve tangible outcomes.

### Reporting:

- Define and introduce performance KPI reporting
- Regularly reports progress against standardized set of Performance KPIs
- Contribute to / lead International data collection, reporting strategic access initiatives for investor-relevant

societal Indices such as ATMi, ESG, DSJI etc. to improve Novartis ranking

## Learning:

- Drive the identification of the most critical skills and knowledge needed for V&A associates to perform to the highest levels and with the wider International team design / deliver solutions that drive that impact
- Implement the Novartis Learning Strategy & the Novartis People Strategy in partnership with the P&O Team. Support Novartis to become the best company for learning and development by ensuring a culture of curiosity and continuous learning is embedded into the strategy and approach

## Team Management and Development:

- Recruit, develop, and retain a motivated, talented cross-functional team.
- Lead and foster a high-performance, diverse team culture using a lean team model with flexible staffing.
- Empower the team through unbossed leadership, enabling individuals to excel.

## Essential requirements:

- 15+ years Pharmaceutical industry experience (preferred in Market Access, Pricing or HEOR)
- Intrapreneur who thrives working in fast paced, complex and ambiguous environment while remaining flexible, proactive, resourceful, and efficient
- Advanced leadership experience from previous global or international leadership roles and from line managing direct reports in different locations
- Demonstrated sense of ownership and accountability for the shared success of the team
- Experience in developing and executing “Best in Class” processes at scale
- Experience in design, integration and implementation of skills and capabilities frame-works in a complex matrix environment

**Location:** This role is based in Basel, Switzerland.

**Benefits:** Read our handbook to learn about all the ways we'll help you thrive personally and professionally: [Novartis Life Handbook](#)

**Commitment to Diversity & Inclusion:** Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

**Accessibility and accommodation:** Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to [inclusion.switzerland@novartis.com](mailto:inclusion.switzerland@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**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>

Division

Finance

Business Unit

Innovative Medicines

Location

Switzerland

Site

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

Market Access

Job Type

Full time

Employment Type

Regular

Shift Work

No

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