

AD, Market Access Engagement (Multiple Positions)

Job ID
REQ-10055614
Jun 25, 2025
USA

Summary

As Associate Director, Market Access Engagement, you will be responsible for the execution of the market access strategies within assigned health system accounts as it relates to product access and distribution, pricing, discounting, and contracting. In this capacity you will serve as the Market Access field lead for your assigned key accounts. You will work in support of cross-functional account teams and will be responsible for executing duties in a collaborative manner with exceptional internal and external communication while following all compliance guidelines. This role will report into the Director of Market Access Engagement.

A successful Associate Director, Market Access Engagement will be driven, collaborative, and able to effectively communicate with customers and cross-functional partners. You will be expected to deliver account engagement excellence, possess the required market access acumen, and demonstrate strong communication skills in a role that is critical to patient access. The Associate Director, Market Access Engagement will need to comfortably engage customer accounts and lead discussions centered around non-clinical barriers across multiple products/sites of care. This role requires expertise in discussing market access topics related to pricing, product purchase contracting, Group Purchase Organization (GPO) contracting, 340b and reimbursement across multiple sites of care and payer types.

This is a field-based role and will require overnight travel up to approximately 50% of the time.

About the Role

Key Responsibilities:

- Deliver Account Business Goals
 - For identified key accounts, accountable for the execution of business-to-business engagement (B2B) for assigned products with site of care business leaders, C-Suite, procurement, and financial leaders across community clinic and health system accounts.
 - Present appropriate stakeholders at assigned accounts with their pricing, contract & rebate structure & any related information.
 - Use approved resources to deliver pre-approval information to eligible population health decision makers when appropriate.
 - Support optimal product access through execution of contracting that is aligned to strategy
 - Utilize approved resources with appropriate customer stakeholders to educate on available pricing terms and other relevant market access strategies
 - Serve as the proactive engagement lead for structured B2B discussions in assigned accounts and provide reactive support to the cross-functional team for B2B market access discussions for

- identified accounts needing Market Access engagement
- Serve as account engagement lead related to product access, pricing, contracting, and other relevant topics related to patient access to treatment.
- Ensure execution of all of these responsibilities for not only directly assigned accounts but for your direct reports and their accounts
- Effectively Communicate and Collaborate with Ecosystem Partners (e.g., Customer Engagement, Novartis Patient Support, Field Medical).
 - Optimize relationships, collaboration and communication with ecosystem partners.
 - Maintain account status and activity progress, share as required with functional partners.
 - Activation and management of internal processes required to accomplish KPI's.
 - Appropriately share insights around customer experience and offer suggestions for process improvements.
 - Be an active and engaged member of cross-functional account teams in accordance with ways of working guidance
 - Provide meaningful insights into market dynamics or competitor activities.
 - Provide insights and co-collaborate with HQ teams on resource creation for your assigned teams
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- Ethics and Compliance
 - Conduct yourself with highest ethical standards and adhere to Novartis Code of Conduct.
 - Comply with all relevant laws and regulations and Novartis policies, and procedures, and ensure others around him/her do the same.
 - Ensure a diverse and inclusive environment free from all forms of discrimination and harassment.
 - Ability to obtain and maintain credentialing in order to work with and visit all assigned accounts and healthcare systems.

Essential Requirements:

- **Education:** Bachelor's degree required; MBA, or equivalent preferred
- Minimum of 5 years relevant experience, including experience in account management, pricing/contracting, patient services or market access roles
- Pricing, contracting, or account management experience or a minimum of 3 years pharmaceutical/healthcare sales experience.
- Experience working in a matrixed organization and leading without reporting authority
- Experience operating in highly complex market with operational interdependencies.
- Building on existing expertise market access acumen (formulary decisions, inventory management, clinical pathways, contracting, GPO performance and pull-through, pre-approval delivery, etc.)
- Track record of results and able to execute with a collaborative mindset.
- Proven ability to successfully work in a cross functional and collaborative environment, simultaneously handle multiple tasks and to effectively manage and lead without formal direction

The pay range for this position at commencement of employment is expected to be between \$160,300 and \$297,700 per year; however, while salary ranges are effective from 1/1/25 through 12/31/25, 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.

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. 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.

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

Universal Hierarchy Node

Location

USA

State

Field, US

Site

Field Non-Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Market Access

Job Type

Full time

Employment Type

Regular

Shift Work

No

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