

Oncology Sales Specialist, Women's Breast Cancer – Leesburg VA

Job ID
REQ-10056051
Jun 26, 2025
USA

Summary

#LI-Remote

This is a field-based and remote opportunity supporting key accounts in an assigned geography. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you.

Company will not sponsor visas for this position.

The Oncology Sales Specialist will handle delivering sales performance and promoting product(s) within the oncology, hematology or rare disease portfolio of Novartis Pharmaceuticals Corporation, one of the largest pharmaceutical companies in the world and a pioneer in oncology. You will have a deep level of commercial insight who are curious, life-long learners, lead among their peers, proactively and continuously aspire to serve customer needs, and readily adopt digital tools to couple customer and data insights to improve sales opportunities in competitive markets.

About the Role

Key Responsibilities:

- Collaborate cross functionally in each geography as ONE team, while demonstrating influential leadership amongst peers and internal partners to build and achieve shared goals.
- Display an elevated level of self-awareness, a passion for learning, an ability to inspire those around you, a willingness to challenge the status-quo and embrace change to optimize execution.
- Embody a high-level of confidence to deliver messages in a clear and compelling way to customers, optimally handle objections, and close every call with a commitment to action to inspire changes in behavior.
- Continuously demonstrate deep understanding of territory market landscape, competitors, market segments / dynamics, product, clinical data, and anticipate environmental changes and challenges to optimize execution.
- Develop and execute a call-plan to achieve goals and improve access and sales opportunities, while promoting a highly technical and innovative product portfolio to a sophisticated audience.
- Strong understanding of the local healthcare system landscape, EMRs, pathways, and PA-claims processing and embody an account management mentality with the ability to develop and execute account level plans.
- Comfort in using sales data reporting tools to understand trends and coupling with customer insights to

identify territory and customer growth opportunities in a constantly evolving environment.

- Demonstrated use of social media platforms to capture customer insights to drive tactical execution and improve customer experience.
- Strong agility to move between non-digital to digital settings, and strategic use of non-personal tools to deliver customized customer experiences.

Essential Requirements:

- Bachelor's degree required, advanced degree a plus.
- 2+ years' experience in specialty pharmaceuticals, biotech, or a sales role of similar complexity within the last 5 years.
- Strong ability to collaborate, work cross-functionally within a matrix environment, can communicate clinical product information, has a validated track-record of consistent high-performance, and is proficient in navigating and successfully selling to large accounts and key customer segments.
- Self-starter with analytic abilities to seek out, prioritize, and apply relevant information to solve problems to meet the needs of key customers, while also demonstrating ethical leadership and ability to champion an environment that promotes ethical behavior and compliance with company policies & laws.
- Candidate must reside within territory, or within a reasonable daily commuting distance of 50 miles from the territory border. Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. Must have a valid driver's license.

Desirable Requirements:

- Experience across therapeutic groups, disease states, account management strategy, and new product launches.
- Broad understanding in patient services, market access, buy and bill, specialty pharmacy, reimbursement and/or medical calling on HCPs with respect to a sophisticated product or reimbursement pathway.

Leveling Guidelines: the position will be filled at level commensurate with experience.

Oncology Representative:

- 2+ years' experience in specialty pharmaceuticals, biotech, or a sales role of similar complexity within the last 5 years.

Oncology Specialist:

- 4+ years' experience in specialty pharmaceuticals, biotech, or a sales role of similar complexity within the last 5 years.

Senior Oncology Specialist:

- 6+ years' experience in specialty pharmaceuticals, biotech, or a sales role of similar complexity within the last 5 years.

Driving is an Essential Function of this Role: Meaning it is fundamental to the purpose of this job and cannot be eliminated. Because driving is an essential function of the role, you must have a fully valid and unrestricted driver's license to be qualified for this role. The company provides reasonable accommodations for otherwise qualified individuals with medical restrictions if an accommodation can be provided without eliminating the essential function of driving.

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.

For Field Roles with a Dedicated Training Period: The individual hired for this role will be required to successfully complete certain initial training, including home study, eight (8) or fewer hours per day and forty (40) or fewer hours per week.

Novartis Compensation Summary:

The salary for this position is expected to range between:

- Oncology Representative: \$92,800 and \$139,200 per year
- Oncology Specialist: \$130,400 and \$195,600 per year
- Senior Oncology Specialist: \$144,000 and \$216,000 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.

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 Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

Charlottesville (Virginia), Virginia, USA

Alternative Location 2

Fredericksburg (Virginia), Virginia, USA

Alternative Location 3

Roanoke (Virginia), Virginia, USA

Alternative Location 4

Woodbridge (Virginia), Virginia, USA

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales)

Shift Work

No

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List of links present in page

1. <mailto:Eh.occupationalhealth@novartis.com>
2. <https://www.novartis.com/about/strategy/people-and-culture>
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