

# Director, Channel & Pricing Strategy - Remote

Job ID  
REQ-10021563  
Sep 16, 2024  
USA

## Summary

Location: Remote  
#LIRemote

### About the Job:

Novartis has operated at the forefront of the managed care industry and is taking further steps to address both the near-term managed care and healthcare systems issues as well as the longer term sustainability of the US pricing and access model. The US pharmaceutical market is large, profitable and still growing. The US healthcare system continues to advance regulatory approaches that favor innovation, including accelerated reviews for break-through therapies. The pharmaceutical pricing and market access environment, however, is under increasing pressure which is causing reductions in access to medications for appropriate patients.

The managed care environment in which Novartis is operating is harsh and getting harsher. The Payers are more aggressively managing utilization - over two hundred products are now excluded from formularies. The bargaining power of the Payers has dramatically improved with the aggressive and widespread consolidation of market power into fewer and fewer entities. Today over 70% of lives are managed by the top 4 payers.

The price of access has risen substantially even over the last three years for our most important products. That trajectory of that trend is set to continue unless we evolve our operating model and staff it with the best talent we can attract to the company. This role will integrate and drive the broader Novartis organization to gain and sustain access.

The Director, Channel & Pricing Strategy, will serve as the strategic team lead for all Channel participants and lead the pricing and strategy for key inline buy and bill brands that represent between 10%-20% of the US IM Business or \$2B-\$4B in Gross Sales. This role will be responsible for account development, integrating deeper and broader with large accounts to gather competitive intelligence and customer insights to better position NVS brands on payer formularies. The Director will develop account specific contracting strategies and lead the implementation of customer contract/pricing programs for assigned accounts. This position is responsible for creating business solutions that meet both external customer and NVS business needs by working cross-functionally with internal executive management while gaining customer insights and payer business knowledge to effectively drive customer satisfaction and maximize Novartis business. Additionally, this position will champion the development and cross-functional interaction for optimal US Novartis Innovative Medicines pricing, contracting portfolio and Franchise strategies for assigned in-line, launch and pipeline products.

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 at least 20% travel.

## About the Role

### Key Responsibilities:

#### Strategy Development to achieve US Innovative Medicines business goals

- Develops account specific and portfolio contract strategies in line with Business Unit sales goals and customer needs; aligns Account strategy with other key Sales, Marketing, Medical and Managed Care functions and ensures cross-functional support
- Drive strategic account development integrating deeper and broader with large accounts to gather competitive intelligence and customer insights to better position NVS brands on payer formularies and lead contract negotiations with key assigned Accounts

### Pricing & Contracting Strategy

- Develops pricing, contracting and channel strategies for optimal patient access and profitability for assigned new and in-line products focusing on the full commercialization continuum
- Responsible for the strategic and financial evaluation of potential contracting efforts, support of customer negotiations and end-to end Brand payer contract execution
- Support the development of market access strategies for inline and pipeline products by conducting pre-modelling scenarios for market and competitor analyses, stakeholder and pricing and channel research

### What you'll bring to the role:

**Education:** Bachelor's degree or equivalent education/degree required; MBA or equivalent preferred

### Essential Requirements:

- A minimum of 7 years of pharmaceutical industry, Market Access, or payer experience
- Thorough understanding and knowledge of US healthcare economics and the drivers of pharmaceutical demand, including pricing and reimbursement
- Extensive experience in healthcare contracting and critical understanding of PBM, National and Regional Health Plan business, Medicare Part D, Medicare Part B and
- Proven ability to navigate complex customers and build relationships across all key stakeholders, including executive management
- Demonstrated prioritization, organizational and analytical skills as well as the ability to create solutions for complex processes and procedures
- Inspirational leadership with significant leadership experience and a high level of self-awareness and curiosity with focus on empowering others
- Demonstrates high degree of emotional intelligence, adaptability and creativity in solution-oriented ideation – results-oriented, fails fast to learn faster, and embodies an agile, growth mindset

### Why consider Novartis?

**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.

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$212,000.00 and \$318,000.00/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.

**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](mailto: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  
Functional Area  
Market Access  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No

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