

# Director, Payer Insights

Job ID  
REQ-10052740  
Jun 17, 2025  
USA

## Summary

Location: East Hanover  
#LI-Onsite

### About the Role:

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting into the ED, Payer and Access Strategy Insights, the Dir, Payer Insights plays a crucial role in providing payer insights and data-driven analytics to support payer and pricing strategies that align with the NVS' mission to enhance patient access to innovative therapies.

This role will be responsible for leveraging advanced analytics to drive informed decision-making and optimize payer and contracting strategies. By conducting comprehensive assessments and impact analyses, the Director identifies key opportunities to enhance access and address customer needs. This role involves collaborating with stakeholders to develop robust pricing & contracting models and assessing the implications of emerging policies and regulations (e.g., IRA, value-based pricing, PBM regulation). Through scenario modeling and data-driven insights, the Director ensures that the organization remains agile and responsive to market dynamics, ultimately enhancing product uptake and revenue performance.

This position will be located at East Hanover, NU site and will not have the ability to be located remotely. This position will require 15% travel as defined by the business (domestic and/ or international).

## About the Role

### Key Responsibilities:

- Proactively drive Market Access (MA) insights, lead analytical resources to synthesize and analyze MA data assets informing key business stakeholders
- Leverage deep market access expertise to identify evolving dynamics and trends that shape access strategy and business performance
- Serve as an analytical thought leader by partnering with Market Access and IDS cross functional teams to deliver actionable insights that inform contracting strategies, enhance pull-through effectiveness, and drive brand performance and profitable access across the U.S. pharmaceutical portfolio
- Define pre-launch analytical needs including data assets, vendor partnerships, dashboards, reporting infrastructure, and resource planning
- Oversee and conduct complex analyses to address strategic questions and deliver actionable business

recommendations through synthesized findings

- Champion innovative analytical methodologies and strategically deploy resources to quantify and prioritize opportunities, assess and monitor competitive risks, and dynamically inform business strategy
- Provide strategic consultation and thought leadership by proactively engaging stakeholders, collaborating with IDS cross functional teams, and leveraging external consultancies to embed the best market practices and drive innovation
- Deliver actionable analytics that quantify contract performance and optimize payer access strategies across Commercial, Medicare, and Medicaid channels

### **What You'll Bring to the Role:**

**Education:** A bachelor's degree in Business Administration, Supply Chain Management, Data Analytics, or a related field; an MBA or advanced degree is preferred

Novartis seeks individual with extensive experience in market access strategy and analytics within the pharmaceutical industry. This individual should have a proven track record of effectively deriving actionable insights and collaborating with market access stakeholders. A strong analytical background is essential, with the ability to leverage advanced analytical tools and market research to identify opportunities for enhancing market access and understanding customer needs. The candidate should be skilled in analyzing the implications of emerging policies and regulations on pricing models and profitability.

### **Essential Requirements:**

- Minimum 8+ years of pharmaceutical or related healthcare business, with a deep understanding of market access dynamics and access / pricing strategies
- Minimum 3+ years of domain expertise in these areas are highly desired: market access secondary data analytics, data science, primary market research, field analytics and insights, and patient service analytics, or other related strategic analytics and management consulting
- Proven track record of supporting data-driven decision-making, including assessing and identifying the support needed to address complex business challenges and enable shaping of organizational strategy.
- Strong Market Access business acumen with ability to understand and interpret information from multiple sources
- Results oriented with excellent communication and collaboration skills
- Comfortable working in ambiguity with the ability to challenge traditional thinking to solve problems
- Demonstrated abilities to influence without authority, lead teams and develop/foster relationships with senior leadership
- Proven teamwork, collaboration, and people management skills
- Ability to work in a dynamic, fast-paced, multifunctional environment

### **Novartis Compensation Summary:**

The salary for this position is expected to range between \$185,500.00 and \$344,500.00 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](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

Universal Hierarchy Node

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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