

# Private Market/Out of Pocket Product Manager

Job ID

REQ-10069078

Jan 05, 2026

LOC\_PL

## About the Role

### Key Responsibilities

- Define and own the 1- to 3-year brand strategy for the private/out-of-pocket market in Poland.
- Translate global clinical and regulatory positioning into locally relevant value propositions for HCPs, private clinics, and patients.
- Develop and execute annual brand plans, including objectives, budget, channel mix, and launch milestones.
- Lead promotional activities in line with internal SOPs and Code of Conduct guidelines.
- Monitor and control brand budgets, forecasts, and expenses; evaluate marketing mix for cost-effectiveness and results.
- Identify market insights and opportunities through customer interactions; scout centers, KOLs, and OLs within assigned territory.
- Collaborate with Marketing and Medical teams to maximize impact and ensure compliance with all regulatory requirements.
- Report technical complaints/adverse events related to Novartis products within 24 hours of receipt.

### Essential Requirements

- Proven experience in the private/out-of-pocket market in Poland (mandatory).
- Background in marketing, brand management, or product management.
- Strong project management and operational execution skills.
- Excellent communication and stakeholder engagement abilities.
- Fluency in English and Polish (oral and written).

### Desirable Requirements

- Experience in cardiovascular or related therapeutic areas.
- Previous exposure to building strategies for private healthcare markets.
- Familiarity with pricing optimization and patient access models.

### Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role:

· Poland: PLN 174,510 – 324,090

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

[https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handboo...](https://www.novartis.com/sites/novartis_com/files/novartis-life-handboo...)

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

## Role Requirements

**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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Primary location salary range

zł174,500.00 - zł324,100.00

Division

DIV\_IM

Business Unit

Sales

Location

LOC\_PL

Site

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

FCT\_MM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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