

# Medical Affairs Head

Job ID

REQ-10072986

Mar 03, 2026

LOC\_PL

## About the Role

### Key Responsibilities

- Lead the development and execution of innovative global medical affairs strategies across assigned disease areas.
- Drive integrated evidence plans to strengthen value propositions and support launch and lifecycle needs.
- Shape impactful medical engagement initiatives, including evidence generation, education, and scientific communication.
- Serve as the primary medical expert, providing insights to internal teams and engaging with external stakeholders.
- Guide regional and country medical teams to align local activities with overarching global strategies.
- Oversee publication strategies, medical education programs, and communication initiatives across functions.
- Strengthen medical capabilities by designing and delivering training for field medical teams.
- Role model of leading people - building high performing team, collaborating effectively and championing a culture of integrity
- Ensure consistent adherence to compliance standards and timely reporting of safety-related information.

### Essential Requirements

- Extensive medical affairs experience with strong expertise in medical governance and compliance standards.
- Proven leadership capability with a track record of guiding teams through transformation and building trust-based collaboration.
- Demonstrated ability to partner effectively with local, regional and global stakeholders
- Strong strategic mindset with experience shaping evidence generation, medical engagement, and launch readiness plans.
- Excellent interpersonal skills with the ability to connect with diverse stakeholders and build strong cross-functional relationships.
- Understanding of Polish healthcare landscape and patient needs; Polish language skills preferred, international candidates welcomed.
- Ability to communicate complex scientific information clearly and influence decision-making across all levels.

### Desirable Requirements

- Experience working in a multinational pharmaceutical environment with exposure to both global and local medical strategies.
- Demonstrated ability to leverage digital solutions or real-world data innovations to enhance medical impact.

### 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 361,900 – 672,100

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.

In addition to your base salary, you will be eligible for a performance-based bonus depending on certain performance

parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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  
zł361,900.00 - zł672,100.00

Division

DIV\_IM

Business Unit

General Management

Location

LOC\_PL

Site

Warsaw

Company / Legal Entity

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

Functional Area

FCT\_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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