

# International HEOR & HTA Associate Director, Oncology

Job ID

REQ-10083256

Jul 22, 2026

LOC\_IE

## About the Role

### Key Responsibilities:

International HEOR & HTA Associate Directors play a crucial role in demonstrating the value of innovative medicines. Their responsibilities include:

- Support the development of HEOR & HTA strategy aligned with the product and access strategy, and lead the delivery of impactful HEOR evidence and deliverables for assigned therapeutic areas/markets (e.g., GVD, JCA Dossier, Early HTA Briefing Books, Cost-effectiveness Models, Budget Impact Models, evidence synthesis, utility strategy, Indirect Treatment Comparisons, Patient Preference Studies, access-enabling Outcomes Research and studies)
- Demonstrate strategic thinking in assigned areas of responsibility and represent the function effectively in cross-functional project teams
- Lead the design, execution, and oversight of HEOR studies and evidence generation projects, ensuring scientific rigor, methodological excellence, and alignment with strategic objectives
- Contribute to ensuring that access evidence needs are identified and integrated into pivotal clinical programs, phase 3b/4, RWE and integrated evidence plans, to meet the needs of external experts and institutions involved in reimbursement, pricing, access, and healthcare systems decisions
- Contribute to the development of fit-for-purpose communication strategies by translating clinical and HEOR evidence into compelling value narratives for diverse access stakeholder
- Build effective partnerships with colleagues in International V&A, Global and International Medical Affairs, International TAs, Patient Engagement, Development and regional/country teams.
- Embrace change with a positive mindset and help implement the new structure and optimize the ways of working with a focus on agility, flexibility and efficiency.
- Monitor and assess developments, trends, and dynamics in HEOR and HTA domains relevant to assigned therapeutic areas/markets, and share insights with the team and broader organization.

### Essential Requirements:

- Advanced Degree; preferably Ph.D., M.D., MBA, RPh or equivalent.
- 5+ years of pharmaceutical industry experience and minimal of 3 years of relevant HEOR-related experience.
- Subject matter expertise in the areas of HEOR, HTA and value demonstration.
- Understanding of HTA/Payer evidence requirements and decision-making dynamics in International Region (ex-US) for all HTA archetypes.
- Significant experience working in or with global or above-country multidisciplinary drug development.
- Strong knowledge of research methodology, statistical methods in the field of data analysis and considerable experience collaborating with quantitative scientists and analysts.
- Extensive cross-functional experience with an innovation-focused, agile mindset and strong project-management capabilities.
- Proficient English, both written and spoken.

### Desirable Requirements:

- 2+ years of experience in the Neuroscience, Oncology therapeutic area and/or rare disease.

Benefits: Read our handbook to learn about all the ways we'll help you thrive personally and professionally [Novartis Life Handbook](#)

Expected Annual Base Salary Range for role: 84,630.00 - 157,170.00 EUR

The base 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 may be eligible for a performance-based bonus depending on certain performance parameters.

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.

In addition to your base salary, you may 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.

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 & Inclusion: 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

€84,630.00 - €157,170.00

Division

DIV\_IM

Business Unit

General Management

Location

LOC\_IE

Site

Dublin (NOCC)

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area

FCT\_MA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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