

Vice President, Head of Oncology Sales

Job ID

REQ-10084578

Jul 31, 2026

LOC_US

About the Role

Key Responsibilities:

- Build, lead, and develop a high-performing, agile Oncology Sales organization that embraces collaboration, accountability, and excellence in execution across the enterprise.
- Guide the national sales team through evolving market dynamics, organizational changes, and business priorities while maintaining strong customer focus and high associate engagement.
- Develop and execute portfolio and product strategies, including successful launch planning and commercialization, to drive growth, customer adoption, and business performance.
- Foster an inclusive, patient-centered culture aligned with Novartis Values & Behaviors through coaching, talent development, succession planning, and clear performance expectations.
- Partner closely with cross-functional teams, including Marketing, Medical, Market Access, and Integrated Product Teams, to align priorities and accelerate business outcomes.
- Utilize market insights, customer feedback, analytics, and performance data to inform strategic decisions, identify opportunities, and optimize results.
- Lead resource planning and investment decisions, ensuring field deployment, budgets, and organizational capabilities are aligned with portfolio strategy and growth objectives.
- Drive national sales performance and operational excellence, adjusting strategy and investments as needed to maximize impact in a dynamic and competitive marketplace.
- Strengthen customer engagement by advancing innovative go-to-market approaches and enhancing the effectiveness of the field organization.
- Serve as a trusted enterprise leader who champions innovation, collaboration, and continuous improvement while delivering meaningful outcomes for patients, customers, and the business.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 12+ years' experience of diverse commercial pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams; consistently excelling in second-line sales leadership and in attracting, developing, and retaining diverse and effective teams. We also welcome candidates from other complex sales environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors, especially where strong field leadership and customer engagement are central to success.
- Prior experience in leading teams focused on specialty therapeutic areas, along with a proven track record of successful product launches.
- Proven track record of leadership in diverse, cross-functional settings such as operations, account management, marketing, and market access, with demonstrated experience in complex sales environments involving physicians, managed markets, and/or accounts with restricted physical access.
- Demonstrated ability to lead complex business initiatives, solve strategic challenges, and deliver measurable results through strong analytical thinking, sound decision-making, and financial acumen, including experience managing large-scale budgets.
- Shown understanding of US market access dynamics including payer landscape, buy-and-bill, specialty pharmacy, and evolving healthcare delivery models.
- Established ability to lead with confidence, humility, and resilience in complex and evolving environments, driving

business results through collaboration, strategic partnerships, and cross-functional alignment.

- Recognized success leading enterprise change, translating strategy into execution across matrixed organizations, and making thoughtful, high-impact decisions with strong judgment, adaptability, and learning agility.

Desirable Requirements:

- Advanced degree preferred (MBA, MS, PharmD, PhD, or equivalent) with experience leading Oncology, Hematology, Rare Disease, or other specialty sales organizations, including successful product launches and market expansion initiatives.
- Experience operating in complex, matrixed organizations with expertise across organized customer environments, commercial transformation, talent development, and the application of digital, analytics, and AI capabilities to drive business outcomes.

COVID-19 Vaccine Policy (customer-facing roles only): While Novartis does not require vaccination for COVID-19 or proof of a recent negative test result for COVID-19 at this time, employees working in customer-facing roles must adhere to and comply with customers' (such as hospitals, physician offices, etc.) credentialing guidelines, which may require vaccination. As required by applicable law, Novartis will consider requests for reasonable accommodation for those unable to be vaccinated. This requirement is subject to applicable state and local laws and may not be applicable to employees working in certain jurisdictions. Please send accommodation requests to Eh.occupationalhealth@novartis.com.

Novartis Compensation Summary:

The salary for this position is expected to range between \$274,400 and \$509,600 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.

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 \(PDF 30 MB\)](#)

Division

DIV_IU

Business Unit

General Management

Location

LOC_US

Site

Field Non-Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

LOC_US

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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