

Regional Director, Access & Reimbursement (West)

Job ID

REQ-10080494

Aug 03, 2026

LOC_US

About the Role

Key Responsibilities:

- Attract, coach, and retain team of high performing Access & Reimbursement professionals.
- Oversee the recruiting, interviewing, hiring, training, and staffing of their regional team.
- Create and nurture a team culture that embodies NPC Values and Behaviors and drives innovation, performance, and reputation.
- Pull through national strategy at a regional level to enable exquisite execution. Under the advisement of their manager, RDs also may be responsible for leading specific national strategies and tactic development.
- Proactively anticipate and coach teams on how to address access hurdles impacting key customers and patients.
- Integrate with NPC leadership and collaborate across multi-functional teams (NPS, Customer Engagement, Marketing, Market Access, Operations, Training, Legal, ERC, etc.) to ensure a collaborative and compliant approach to support regional field success.
- Seek to identify challenges, escalations, and/or delay in treatment initiation and continuation; closely partner with all matrix team members to resolve such issues.
- Maintain a deep understanding of NPC policies and requirements and perform all responsibilities with integrity and in a manner consistent with company guidance and policies, relevant state and federal laws and regulations, and prescribed Values and Behaviors.

Minimum Requirements:

- Education: Minimum of a bachelor's degree; advanced degree preferred (Majors preferred: Sciences, Business, Pharmacy, and Healthcare).
- Minimum of 8 years in reimbursement, contract strategy, managed care, sales/marketing or related field roles. At least 2 years leading a regional or local team and managing and collaborating across multiple stakeholders.
- Experience working with highly complex practices and/or health systems to establish access and acquisition pathways.
- Strategic account management experience using a proactive approach to anticipate access hurdles impacting accounts and patient access.
- Deep expertise and experience integrating manufacturer-sponsored patient support programs.
- Experience with specialty products acquired through specialty pharmacy networks and through buy-and-bill process, including expertise in acquisition, billing and coding, claims processing, and reimbursement.
- Proven track record of building and motivating teams.
- Past success in execution of launch strategies and plans.
- Candidate must reside within territory, or within a reasonable daily commuting distance of X miles from the territory border. Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. Must have a valid driver's license.

Preferred Qualifications

- Expertise in therapeutic space, practice dynamics and common reimbursement and product program support-related

needs (oncology and/or diagnostic experience).

- Strong capabilities in the areas of patient support services, market access, customer focus, ability to work cross-functionally, launch execution, excellent communication, and presentation skills.

Novartis Compensation Summary:

The salary for this position is expected to range between \$194,600, and \$361,400 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.

Driving is an Essential Function of this Role: Meaning it is fundamental to the purpose of this job and cannot be eliminated. Because driving is an essential function of the role, you must have a fully valid and unrestricted driver's license to be qualified for this role. The company provides reasonable accommodations for otherwise qualified individuals with medical restrictions if an accommodation can be provided without eliminating the essential function of driving.

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

For Field Roles with a Dedicated Training Period:

The individual hired for this role will be required to successfully complete certain initial training, including home study, eight (8) or fewer hours per day and forty (40) or fewer hours per week.

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

Marketing

Location

LOC_US

Site

Field Non-Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_MA

Job Type
Full time
Employment Type
Regular
Shift Work
No
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