

Executive Director, Pricing & Contracting

Job ID

REQ-10087895

Sep 25, 2026

LOC_CH

About the Role

Key Responsibilities:

- Lead and develop a high-performing Pricing & Contracting team while fostering innovation, talent growth, and organizational excellence.
- Develop and execute global pricing and contracting strategies that maximize access and long-term brand value.
- Serve as a trusted pricing advisor and strategic partner to priority countries and senior leadership teams.
- Partner across Therapeutic Areas, Access, Health Economics and Outcomes Research, Finance, and Strategy & Growth functions.
- Guide countries on pricing scenario analyses, innovative contracting approaches, and reimbursement strategies.
- Shape launch sequencing, pricing governance, and price implementation strategies across global markets.
- Monitor pricing policy developments, reimbursement trends, and market dynamics to identify risks and opportunities.
- Lead strategic pricing projects and generate actionable insights to support business-critical decisions.

Essential Requirements:

- 10+ years of senior-level experience in pharmaceutical companies, Health Technology Assessment agencies, healthcare consultancies, or related organizations.
- Extensive experience in pricing, market access, and commercial strategy across multiple brands and therapeutic areas.
- Strong above-country experience, including regional or global pricing and access responsibilities.
- Proven people leadership experience, including leading, developing, and retaining high-performing teams.
- Excellent analytical skills with the ability to synthesize complex information into actionable insights and recommendations.
- Strategic thinker with strong business acumen and financial understanding.
- Demonstrated success working across functions, including Therapeutic Areas, Value & Access, Strategy & Growth, and Finance teams.
- Experience preparing and negotiating reimbursement submissions, Health Technology Assessment engagements, and pricing strategies with payers in major markets, with proficient English both written and spoken.

Desirable Requirements:

- Advanced degree such as a Doctor of Philosophy, Master's degree, or equivalent qualification in Mathematics, Economics, Business Administration, Finance, Marketing, Health Policy, Health Economics, or a related field.
- Experience within the Immunology therapeutic area.

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical

condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusion_ch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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: 179,200.00 - 332,800.00 CHF

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

Primary location salary range
CHF179,200.00 - CHF332,800.00

Division

DIV_IM

Business Unit

General Management

Location

LOC_CH

Site

Basel (City)
Company / Legal Entity
C028 (FCRS = CH028) Novartis Pharma AG
Functional Area
FCT_MA
Job Type
Full time
Employment Type
Regulär
Shift Work
No

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