

# Associate Director, Commercial Access Integration

Job ID

REQ-10037679

Feb 10, 2025

USA

## Summary

Location: Distance Working Arrangement

Novartis has operated at the forefront of the managed care industry and is taking further steps to address both the near-term managed care and healthcare systems issues as well as the longer-term sustainability of the US pricing and access model. As part of our efforts to remain at the forefront, Novartis is increasing sophistication and customization of market access strategies by improving account engagement models, increasing the sophistication and customization of contracting and market access strategies and enhancing Pull-through capabilities. Pull-through is a fully integrated commercialization process aimed at optimizing product market share within a given timeframe through customer-facing integration of market access dynamics relevant to that product; practical application of pull-through focuses on influencing physician adoption, leading to increased patient acquisition of a product against competing therapies.

The Associate Director, Commercial Access Integration will provide strategic knowledge of, and project delivery support to, Pull-Through initiatives for immunology and neuroscience brands. In this role, you will collaborate with leadership to design, optimize and monitor Pull-through programs and processes to assess account dynamics and drive continuous effectiveness and growth.

The ideal location for this role is East Hanover, NJ site but remote work may be possible (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. If associate is remote, all home office expenses and any travel/lodging to specific East Hanover, NJ site for periodic live meetings will be at the employee's expense. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 10% travel.

## About the Role

### Key Responsibilities:

- In collaboration with US Market Access leadership and US Portfolio Strategy franchise leadership, develop and align around a vision of Pull-through excellence and best practices
- Coordinate across cross-functional teams to ensure consistent adherence to optimal Pull-through processes across the organization and franchise teams; monitor and report performance of key initiatives
- Utilize vendor platforms and demonstrate understanding of functionality, limitations and accuracy of information available through key vendors (e.g., Policy and Formulary Platforms)
- Support development Pull-through dashboards – including access details for existing and launch brands
- Ensure Pull-through efforts are integrated into new and existing platforms (e.g., Veeva, Teams, Access Genius, MMIT, Third-party data); Contribute towards the development of pull-through campaigns that are

aligned to and optimize Market Access contracting efforts and integrated product strategy; Support new opportunities to drive Pull-through innovation to increase ROI and profitability (e.g., Sales Effectiveness and targeting)

- Expertise with NVS Material Approval Process, including FUSE platform, compliance with pharma/FDA marketing policies, and vendor payment systems
  - Identify and propose proactive solutions to propose to key stakeholders in Market Access help drive effectiveness of Pull-Through programs
- Work closely and engage with Legal, Compliance, Brand and Marketing teams to ensure pull-through activities are aligned and implemented in an expeditious manner.
- Support Pull-through process – ensuring key stakeholders understand and use processes and develop training as appropriate
- Leverage understanding of key US Novartis brand market access goals, strategies, and events/milestones to drive cross-functional coordination and planning
- Demonstrate open and curious values and behaviors to explore innovative and/or emerging opportunities between Market Access and key US Pharma brands; Excel in cross-functional matrix relationship management and integrated, collaborative planning

### **What you'll bring to the role:**

**Education:** Bachelor's degree is required; an advanced degree (MBA, MS Life Sciences) is strongly preferred

### **Essential Requirements:**

- Minimum of 5 years of pharmaceutical experience in Marketing/Sales, Market Access or Managed Care Finance
- Understanding of overall pharmaceutical contract process and timelines to maximize Pull-Through combined with a deep knowledge of Novartis internal systems and data
  - Demonstrated success in the areas of commercial pharmaceuticals and a track record of strong execution and results
- Ability to recognize complex relationships and market dynamics and to synthesize simplified, direct and effective communications
- Strong interpersonal, communication, influencing and analytical skills combined with a proven ability to successfully collaborate across a matrix organization
- Ability to drive multiple projects and consistently meet deadlines
- Engage a diverse group of people across product, marketing and customer experience
- Demonstrated ability to implement programs that deliver improved business results in a timely manner combined with ability to adapt to changes within the internal and external environment
- Excellent PowerPoint and Excel skills

Highly Preferred:

- Extensive knowledge of Access Genius and Veeva functionality

### **Why consider Novartis?**

**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.

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$168,000.00 and \$312,000.00/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay

ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

**Benefits and Rewards:** Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

#### **EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

#### **Accessibility & Reasonable Accommodations**

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

US

Business Unit

Innovative Medicines

Standort

USA

State

Distant Working Arrangement, US

Site

Distant Employee - Distant Working Arrangement (DWA) (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1  
East Hanover, New Jersey, USA  
Functional Area  
Marketing  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No  
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