

Executive Director, Radioligand Therapies (RLT) Sales - West - Remote

Job ID
REQ-10041756

2月 26, 2025

USA

摘要

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). The Executive Director, Radioligand Therapies (RLT) Sales - West - Remote position will cover the following states: WA, OR, ID, MT, WY, CO, UT, NV, AZ, TX, NM, and CA. Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 60-80% travel.

The Executive Director, Radioligand Therapies (RLT) Sales will serve as a transformational leader of the Regional PSMA and NET regional Customer Engagement team. You will ensure the execution of brand strategy and maintain effective information flow among key functions. As the Executive Director, Radioligand Therapies (RLT) Sales, you will create a customer-focused mindset and contribute to innovative strategies that drive sales and profitability. By developing comprehensive regional market plans, you will focus on priority customers and capitalize on high-value opportunities. You will also build key business relationships and execute the Regional RLT Commercial Customer Engagement strategy to support patient access and education. Overall, the Executive Director,

Radioligand Therapies (RLT) Sales will be responsible for driving regional performance and accountability.

#LI-Remote

About the Role

Key Responsibilities:

- Lead a purposeful, patient-focused, and an engaged Customer Engagement organization, developing and driving a culture of collaboration and accountability that embodies the Novartis Values and Behaviors - Curious, Inspired, Unbossed, and Integrity, while providing ongoing, two-way coaching and feedback with direct report leaders to ensure delivery of high-quality development planning, performance objectives, and career pathing, fostering a learning environment and providing mechanisms for upskilling and growth.
- Manage a team of first-line Customer Engagement leaders, working with the direct team, brand, and cross-functional teams to influence and develop plans to meet sales targets, define KPIs/productivity goals, and actively monitor performance, fostering innovation and breakthrough thinking in sales approaches and processes and communicating best practices throughout the market, optimally allocating resources while growing sales volume and market share, and ensuring the organization is committed to proactive change by gaining partner buy-in and cross-functional alignment within the market.
- Collaborate with key internal and external stakeholders to identify, adopt, and implement best practice strategies and remove systemic barriers, forming and leveraging collaborative cross-functional alliances and productive relationships that support and influence key business decisions.
- Connect and influence horizontally to enable the integrated field strategy team (IFST) execution and align with functional leaders on accountability for managing team performance versus individual performance.
- Provide centralized strategic guidance and help remove roadblocks while balancing the integrated field strategy team (IFST) autonomy (e.g., tactics, prioritization, etc.), creating appropriate transparency across functions (including medical evidence generation plans, partnerships, contracting) and collaborating with cross-functional leaders of the integrated field strategy team to best deploy resources without directing activities of other functions.
- Shape matrix ways of working within the region and across regions to accelerate decision-making and drive collaboration, developing business strategies at the regional level and ensuring execution at the local level with an enterprise mindset.
- Partner with the RLT Portfolio GMs to understand strategy, provide input, and determine what is needed to deliver on the strategy.
- Lead a team of regional Radioligand (RLT) Ecosystem Leads (in a reporting relationship) who drive the account-specific strategy for the Radioligand (RLT) portfolio and own key customer relationships within select priority ecosystems.

Essential Requirements:

- Bachelor's degree required; MBA preferred.
- 10+ years' experience of commercial pharmaceutical experience, including cross-functional

leadership and embodies an enterprise mindset (e.g. brand management, market access/account leadership experience).

- Deep understanding of United States healthcare ecosystems and account management.
- Demonstrated strategic and analytical skills through significant projects and initiatives, consistently achieving results, backed by strong financial and business knowledge, including expertise in managing large, complex budgets.
- Track record of attracting and developing talent and building high-performing teams with demonstrated ability to lead and motivate a large, multi-layered sales organization.
- Shown understanding of US market access dynamics including payer landscape, buy-and-bill and specialty pharmacy.

Desirable Requirements:

- Oncology experience in Prostate, Nuclear Medicine, Medical Device or complex therapeutics.
- Oncology and/or specialty sales experience in a highly complex, competitive and innovative market with launch experience.

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 and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$204,400 and \$379,600/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.

Company will not sponsor visas for this position.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

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 who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. 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. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

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 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.

部门
US

Business Unit
Universal Hierarchy Node

地点
USA

状态
Field, US

站点
Field Non-Sales (USA)

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1
Dallas (Texas), Texas, USA

Alternative Location 2
Los Angeles (California), California, USA

Alternative Location 3
Phoenix (Arizona), Arizona, USA

Alternative Location 4
Seattle (Washington), Washington, USA

Functional Area
Sales

Job Type
Full time

Employment Type
Regular

Shift Work
No

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