

# Director, Product Strategy Counsel

Job ID  
REQ-10035665  
Jan 13, 2025  
USA

## Summary

Location: East Hanover, NJ US #LI-hybrid  
2 positions available

The Novartis US Legal group is seeking a Director, Product Strategy Counsel, who will be responsible for providing strategic counsel to support the US business and its therapeutic areas. The Director will provide product and therapeutic / disease area counseling to general managers and leadership to enable key decision making and maximize impact throughout the product lifecycle while appropriately identifying and managing risk.

## About the Role

### Major accountabilities:

- Serve as product, disease/ therapeutic area legal business partners, providing legal advice and strategic guidance on a broad set of matters in support of the US business. The Product Strategy Counsel is a member of an Integrated Product Strategy Team (IPST) and will be the legal point of contact for cross-function experts who sit on the IPSTs.
- Understand and proactively provide legal analysis and advice related to new and existing product and disease area strategies on various product-specific topics like advertising and promotion, market access, patient support, sales, medical affairs, contracting issues, incentive compensation topics, review of internal and external communications, competitive advertising challenges, and meetings and conventions. Collaborate with other members of the Legal Product Strategy team and the broader Legal team to support planning and execution of pre-launch and launch activities for our products.
- Work with business partners to evaluate, review and negotiate a variety of agreements.
- Stay informed regarding new laws, regulations, and industry trends affecting Novartis and assist with the development of policies and training, as needed.
- Actively contribute to the legal function by sharing best practices and participating in initiatives focused on building departmental and functional knowledge and capabilities.
- Additional responsibilities, as assigned as the new organization evolves.

Essential Requirements:

### Education:

Bachelor's degree or equivalent 4-Year university degree required. Juris Doctor and admission to New Jersey Bar or ability to obtain NJ in-house limited license required.

## **Knowledge & Experience:**

- 5+ years of legal practice with 4+ years in pharmaceutical, biotech, healthcare or healthcare consulting industry required.
- Broad knowledge of legal issues affecting the pharma/biotech industry including FDA regulations, False Claims Act, Anti-Kickback Statute, OIG guidance, the PhRMA Code, state and federal privacy laws, and product liability laws.
- Strong business acumen with deep understanding of the pharmaceutical business and related legal issues.

## **Skills & Attributes:**

- Ability to navigate complex legal issues while exhibiting sound judgment and making nimble and well-informed decisions to efficiently counsel in areas of ambiguity.
- Ability to prioritize strategic and innovative work. High level of maturity, presence, and discretion in handling of sensitive and confidential information.
- Excellent communication, interpersonal and presentation skills.
- Strong analytical skills and negotiation skills.
- Ability to manage and influence across a cross-functional matrix organization.
- Foster solutions-oriented thinking by building a culture of performance, accountability, simplicity, empowerment, external orientation, and curiosity.
- Demonstrated ability to work in dynamic, fast-paced complex multifunctional team environment
- Demonstrated ability to synthesize information to develop recommendations, and ability to persuade / influence organization in pursuit of the recommended path.
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**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$194,600.00 - \$361,400.00 USD per 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.

**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>

**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.

**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>

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### **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](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

Legal

Business Unit

Innovative Medicines

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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