

Neuroscience Associate Director, Systems of Care – Detroit – Remote

Job ID
REQ-10039134
Feb 03, 2025
USA

Summary

This is a field-based and remote opportunity supporting a sales team in an assigned geography. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you.

As a key member of the Neuroscience Systems of Care team, this individual is responsible for driving business impact within the neuroscience therapeutic area across “Systems of Care” accounts in a designated geographic territory. These accounts encompass Integrated Delivery Networks (IDNs), Accountable Care Organizations (ACOs), Medical Groups, and Health Networks of affiliated physicians, hospitals, and outpatient clinics. The role entails engaging with decision-makers at the Systems of Care level (including C-suite and D-suite executives) to provide collaborative solutions and leading internal matrix teams in a compliant manner toward customer-centric goals.

#LI-Remote

About the Role

Key Responsibilities:

- Build credibility and foster key relationships with assigned accounts, comprehend customer needs, identify shared priorities, and implement solutions/resources to enhance patient care in alignment with Novartis policies.
- Create strategies for managing Systems of Care accounts within the assigned geographic region.
- Gather insights from various teams within assigned accounts while adhering to all Novartis policies and procedures, including those related to appropriate medical and commercial interactions.
- Offer suggestions on the allocation of account team members to key internal partners.
- Analyze business data to identify opportunities and recommended actions for each account.
- Identify key decision-makers, map decision-making processes, determine engagement strategy, and find the right Novartis contact for each partner.
- Perform pre-launch profiling and assess market readiness before introducing new products or indications.
- Collaborate with Novartis brand teams and other key departments (such as customer marketing and digital teams) to offer insights from on-the-ground perspectives and stay informed about the latest messages and offerings.

- Bachelor's degree required, advanced degree a plus.
- 5+ years' experience on the commercial side of the specialty pharmaceutical/biotech industry.
- A comprehensive understanding of organized customer groups in healthcare, including Integrated Delivery Networks (IDNs), Accountable Care Organizations (ACOs), Medical Groups, and Group Purchasing Organizations (GPOs).
- Demonstrated leadership skills with both customers and internal matrix teams, showcasing a strong capability for building customer-centric relationships.
- In-depth knowledge of healthcare market trends, with proven prioritization skills and adaptability.
- Candidate must reside within territory, or within a reasonable daily commuting distance of 100 miles from territory boarder. 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.

Desirable Requirements:

- Account Management and/or Sales Management calling on organized customer groups in healthcare Integrated Delivery Networks (IDNs), Accountable Care Organizations (ACOs), Medical Groups, and Group Purchasing Organizations (GPOs).
- Project management experience.

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.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$160,300 and \$297,800/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.

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, in eight (8) or fewer hours per day and forty

(40) or fewer hours per week.

Company will not sponsor visas for this position.

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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.

Division

US

Business Unit

Innovative Medicines

Location

USA

State

Field, US

Site

Field Non-Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

Detroit (Michigan), Michigan, USA
Alternative Location 2
Indianapolis (Indiana), Indiana, USA
Alternative Location 3
Louisville (Kentucky), Kentucky, USA
Alternative Location 4
Minneapolis (Minnesota), Minnesota, USA
Functional Area
Sales
Job Type
Full time
Employment Type
Regular
Shift Work
No
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