

Sr. ABL - RLT

Job ID
REQ-10002671
Apr 19, 2024
USA

Summary

This is a field-based and remote opportunity.

Every day, cancer claims the lives of thousands of individuals worldwide. However, at Novartis, we are dedicated to transforming cancer care through the groundbreaking use of radioligand therapy. By harnessing the immense power of radioactive atoms and leveraging it against advanced cancers, radioligand therapy holds the potential to precisely deliver radiation to target cells throughout the body.

As a global company, Novartis offers a wealth of resources and opportunities for personal and professional growth. We provide avenues for both global and local cross-functional careers, a diverse array of thousands of learning programs, and an in-house marketplace that facilitates rotations and project work. Our commitment lies in improving patient health by spearheading innovation in the field of nuclear oncology. By 2030, our ambitious goal is to positively impact the lives of one million patients through the application of radioligand therapy.

To achieve this goal, we are actively seeking individuals who share our unwavering commitment and dedication. If you are passionate about making a difference in the lives of patients and contributing to the advancement of cancer care, we invite you to join us on this transformative journey. Together, we can shape the future of cancer treatment and bring hope to countless individuals around the world.

As the Senior Area Business Leader (ABL) for Radioligand Therapy (RLT), your primary responsibility is to provide leadership and coaching to a team of Oncology Sales Specialists. Your role is crucial in driving sales objectives and establishing Novartis as the preferred partner for RLT in oncology.

In this role, you will be responsible for developing and executing strategic area business plans to increase demand for RLT. This includes identifying growth opportunities, achieving execution results, developing engagement capabilities, and collaborating with cross-functional colleagues to drive adoption and utilization of the RLT platform.

Your leadership skills will be essential in motivating and coaching your team to achieve sales targets. You will provide guidance and support in territory planning, account management, and executing promotional activities. As an RLT ABL, you will play a vital part in shaping the success of Novartis in revolutionizing cancer care through RLT. By establishing strong partnerships and driving demand, you will contribute to impacting the lives of patients and achieving Novartis' goal of reaching one million patients with RLT by 2030.

This field-based role covers the following states but is not limited to Michigan, and Indiana and the surrounding

area. The bulk of the business will be in Detroit, MI and Fort Wayne, IN. For large geographies the associate must be near a metropolitan airport or live in an adjacent state.

Your Key Responsibilities:

- Build, lead, manage and inspire a purposeful, patient-focused, engaged, and high-performing Oncology Sales Specialist team.
 - Develop and drive a culture of collaboration and accountability, which embodies the Novartis Values and Behaviors – Curious, Inspired, Unbossed and Integrity, while attracting and retaining an inclusive team that embraces diversity and values continuous growth.
 - Lead team to drive demand and build clinical conviction in key HCP stakeholders across both community and hospital accounts, in both referring and treatment sites: Medical Oncology, Nuclear Medicine, Urology, Radiation Oncology, Advanced Practice Providers, Nurses and Pharmacists.
 - Continuously assess and ensure optimal allocation of resources while achieving sales goals and commercial KPIs for the RLT Platform.
 - Develop strategies and facilitate the implementation of comprehensive area business plans for Novartis RLT products designed to focus on priority customers and capitalize on high value business opportunities.
 - Orchestrate the coordination and alignment of the cross-functional RLT strategy and pull through with the Area team which includes Strategic Account Manager, Radioligand Therapy Specialist, and Access and Reimbursement (ADAR).
- 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 \$192,000 and \$288,000/year; however, while salary ranges are effective from 1/1/24 through 12/31/24, 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.

About the Role

Essential Requirements:

- Bachelor's degree is required; advanced degree preferred.
- 5+ years of pharmaceutical sales management experience, in which 2+ years must be in the Oncology, Institutional, or Specialist marketplace, or the successful completion of the Novartis SMDP (or documented sales leader training program from another pharmaceutical organization).
- Strong leadership, planning/organization, problem-solving & decision-making skills, with robust ability to collaborate & work cross-functionally within matrix environments.
- Demonstrated ability to lead & inspire a group towards meeting & exceeding objectives using innovative approaches.
- This is a remote position that will support a sales team in an assigned region. Candidate must reside within territory, be near a metropolitan airport or live in an adjacent state. Ability to travel 60-80% over a broad geography is required, with the ability to drive and/or fly within the territory. No relocation assistance available. Must have a valid driver's license.

Desirable Qualifications:

- Oncology experience in Prostate, NET, Nuclear Medicine, or Medical Device/Complex therapeutics.
- Involvement with analytical business performance assessment, field force operations and managing resource allocation.
- Leading product launches as a key member / leader of a sales team.

Why Novartis: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You'll Receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <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.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>

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.

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

Site

Remote

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales)

Shift Work

No

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