

# Director, US HEOR Product Lead - Non-Malignant Hematology

Job ID  
REQ-10042407  
Mar 07, 2025  
USA

## Summary

Location: Remote / #LI-Remote

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). 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 10% travel.

### About the Role:

This role supports the HEOR Oncology Therapeutic Area team with a focus on non-malignant hematology products, driving excellence in evidence generation strategy and execution. By developing robust evidence generation strategies and studies, the Director will support access, differentiation, and positive patient outcomes. This position entails the development and execution of product value propositions and evidence generation plans that enhance product differentiation and optimize commercialization and market access for non-malignant products. This role will report to the HEOR Executive Director overseeing Oncology TA.

As a strategic partner for medical, commercial, and access colleagues, the Director will provide leadership and strategic thinking in the areas of real-world evidence, observational studies, economic modeling, patient-reported outcomes, patient preference studies, and registries. This role demands proactive participation in cross-functional team discussions, leveraging strong leadership to drive impactful outcomes for both internal and external stakeholders.

## About the Role

### Major accountabilities:

- Represent HEOR function in Medical Strategy Teams in the development of medical and HEOR strategies to demonstrate the value of products to payers, clinical decision-makers and patients.
- Proactively generate and communicate evidence necessary to optimize patient access and value of Novartis products in the US market.
- Exhibit leadership in strategic alignment with other areas and proactively propose new impactful ideas in cross-functional teams
- Work in close collaboration with the Medical Single Point of Contact (SPOC) for the Integrated Product Strategy Team (IPST), other medical directors and related functional leads
- Manage multiple HEOR projects, associated budgets and external & internal partners, while ensuring a high level of scientific rigor and alignment with stakeholders

- Execute tactical evidence initiatives to support medical product strategies and collaborating with other senior team members on HEOR non-malignant hematology product-related activities
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- Build robust external institutional and individual level partnerships as needed
- Effectively communicate impactful research to diverse audiences
- Publish and present impactful research at scientific conferences and forums
- Business Partnering – Effectively partner with internal stakeholders at strategic and tactical levels to shape research partnerships; generate and disseminate robust HEOR findings in support of external stakeholders including SOCs and payers

## What You'll Bring to the Role:

### Essential Requirements:

- **Education:** An advanced degree (master's or doctorate) in health economics, statistics, epidemiology, health policy or related field is required.. PhD or PharmD with strong focus in Health Economics, Public Health, Epidemiology or related field preferred.
- 5-7+ years of experience in the pharmaceutical or healthcare sector, preferably in health economics, market access or related functions/fields
- Substantial experience in shaping HEOR and RWE strategy and hands-on execution supporting inline and pipeline products
- Demonstrated ability to consistently lead, execute, and drive excellence in cross-functional teams both within their direct area and across their organization
- Expert knowledge of Health Economics, Outcomes Research, and Real-World Evidence including study designs, methodologies, modeling, data sources and analyses
- Deep knowledge of US healthcare financing and delivery system, US payer environment, evolving trends and competitive landscape
- **Strategic Thinking/Mindset** - Able to develop a strategic vision by integrating needs of diverse constituencies, scientific considerations and market knowledge to produce best in class results. Demonstrated creativity and effectiveness in addressing strategic challenges.
- **Outstanding Collaboration Skills** - A world-class team player and team leader with highly attuned interpersonal skills, strong team building motivational, collaboration and influencing skills necessary to achieve desired outcomes in a matrix, cross-functional environment. Works effectively in a global, team-based organization.
- **Adaptability/Change Driver** - Innovative and creative “out of the box” thinker who will challenge the status quo to improve operations and facilitate positive change. Able to adapt quickly to changing market conditions, business needs and an evolving product portfolio. Ability to make decisions and drive business even with limited and ambiguous information.
- **Results Orientation** - Able to transition from strategy to implementation and achieve results. Track record of defining and track key metrics to drive organizational. Demonstrates initiative and a strong desire to succeed.
- **Vision/Culture** - Ability to create a compelling vision for the organization and lead cultural transformation. Strong focus on culture and role modeling leadership behaviors.

### Desirable Requirements:

- Experience engaging or partnering with external organizations (e.g., SOCs, payers, universities, value assessors, regulatory agencies, etc.) strongly preferred

**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.

The pay range for this position at commencement of employment is expected to be between \$185,500 and \$344,500/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:** 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>

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

**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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**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>

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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

Location

USA

State

Remote, US

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Market Access

Job Type

Full time

Employment Type

Regular

Shift Work

No

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