

## Radioligand Therapies (RLT) Area Business Leader - Northern CA

Job ID  
REQ-10077287

5月 05, 2026

USA

### 摘要

#LI-Remote

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 to you.

Company will not sponsor visas for this position.

As a Radioligand Therapy Area Business Leader (RLT), you 'll inspire and guide a team of dedicated Oncology Specialists focused on delivering exceptional results and advancing our mission to reimagine cancer care. At Novartis, a global leader and pioneer in oncology, we 're committed to excellence, improving lives, and celebrating the unique perspectives and talents that drive innovation. In this role, you 'll foster collaboration, empower growth, and champion diversity as we work together to achieve meaningful impact for patients and communities.

## About the Role

### Key Responsibilities:

- Recruit, develop, retain, mentor, and lead a diverse team of individuals to successfully deliver on strategic sales objectives and establish a cadence of accountability for the team, communicating, and supervising KPIs and engaging all levels of performance on the team.
- Models the way for all associates by encouraging a shared vision, communicating clear expectations, promoting an environment of accountability, enabling others to act, and optimizing or advancing processes by challenging the status quo.
- Lead and mentor to ensure RLT Oncology Specialists are effective orchestrators of the total account call by coordinating the deployment resources to efficiently plan, communicate, and follow through to ensure customer needs are met with vitality.
- Develop, implement, and cultivate a customer-centric business plan in collaboration with both customer engagement and cross-functional partners to optimize customer experience and product demand.
- Serve as a member of the Regional Leadership team that is proactively supplying to the development of overall region goals, business execution, team development and culture.
- Embed a hard-working, customer-centric culture where teams are engaged business owners that take effective results-oriented action. The RLT Area Business Leader champions an environment where team members are encouraged to speak up, solve problems, collaborate, experiment, and fail forward.
- Possess in-depth knowledge in the areas of clinical, access and reimbursement, eye for business, territory management, and appropriate use of omni-channel marketing tools to effectively develop and mentor members of the team during regular field contacts and one-on-one mentor sessions.
- Leverage analytics platforms to advise decisions and identify areas of risk and opportunity to ensure the RLT Oncology Specialists are deploying resources like strategic face-to-face meetings, omni-channel resources, total office calls and cross-functional partners.

### Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- Leadership experience (see leveling guidelines below) in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams. We also welcome candidates from other complex sales environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors, especially where strong field leadership and customer engagement are central to success. Internal Sales Associates are eligible, if successfully completed Novartis Emerging Leaders Development Program (ELDP), or 2+ years of pharmaceutical/biotech sales management experience within the last two years prior to joining the company.
- 3+ years ' experience as a first-line sales manager with strong, demonstrated strategic thinking and enterprise mindset.
- Demonstrated success in attracting, developing, and retaining diverse talent while building high-performing, collaborative teams.
- Proven ability to drive sales growth, lead cross-functional partnerships, and execute strategic initiatives in complex, multi-regional environments.
- Experience managing field organizations through change, innovation, or growth is highly valued.
- Candidate must reside within territory, or within a reasonable daily commuting distance of 100

miles from the territory border. 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:

- Experience & success leading sales teams in promotion to large practices, hospitals, IDN ' s & SoC customers, with an understanding of reimbursement.

Leveling Guidelines: The position will be filled at level commensurate with experience.

#### RLT Area Business Leader I:

- 3+ years ' experience as a first-line sales manager with strong, demonstrated strategic thinking and enterprise mindset (e.g., brand management, market access/account leadership experience) in pharmaceutical, biotech, healthcare, medical devices, diagnostics, life sciences services, insurance, consumer health, B2B sectors or similarly structured industries with large, geographically dispersed sales teams.

#### RLT Area Business Leader II:

- 5+ years ' experience as a first-line sales manager with strong, demonstrated strategic thinking and enterprise mindset (e.g., brand management, market access/account leadership experience) in pharmaceutical, biotech, healthcare, medical devices, diagnostics, life sciences services, insurance, consumer health, B2B sectors or similarly structured industries with large, geographically dispersed sales teams.

#### RLT Area Business Leader:

- 8+ years ' experience as a first-line sales manager with strong, demonstrated strategic thinking and enterprise mindset (e.g., brand management, market access/account leadership experience) in pharmaceutical, biotech, healthcare, medical devices, diagnostics, life sciences services, insurance, consumer health, B2B sectors or similarly structured industries with large, geographically dispersed sales teams.

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](mailto:Eh.occupationalhealth@novartis.com).

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, eight (8) or fewer hours per day and forty (40) or fewer hours per week.

Novartis Compensation Summary:

The salary for this position is expected to range between:

- Radioligand Therapies (RLT) Area Business Leader I: \$152,600 and \$283,400 per year
- Radioligand Therapies (RLT) Area Business Leader II: \$168,000 and \$312,000 per year
- Senior Radioligand Therapies (RLT) Area Business Leader: \$185,500 and \$344,500 per year

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

## EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. 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.

## 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.

部门  
US

Business Unit  
Sales

地点  
USA

状态  
Field, US

站点  
Field Sales (USA)

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

Alternative Location 1  
Fresno (California), California, USA

Alternative Location 2  
Sacramento (California), California, USA

Alternative Location 3  
San Francisco (California), California, USA

Functional Area  
Sales

Job Type  
Full time

Employment Type  
Regular (Sales)

Shift Work  
No

```
var config = { targetId: "kalturaplayer6a0275fe32de2256105124", provider: { widgetId:
"1Qm7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: {},
sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(KalturaPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", //
Default: bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default:
alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
false, printDisabled: false, disable: true }; } if (KalturaPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible:
false }; } if (KalturaPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; }
if (KalturaPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(KalturaPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(KalturaPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents =
[]; if (KalturaPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } }; }
```

```
try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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4. <mailto:us.reasonableaccommodations@novartis.com>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Field-Sales-USA/Radioligand-Therapies--RLT--Area-Business-Leader---Northern-CAREQ-10077287-1>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Field-Sales-USA/Radioligand-Therapies--RLT--Area-Business-Leader---Northern-CAREQ-10077287-1>