

Director, Inclusive Access Strategy & Market Integration

Job ID
REQ-10086819

9月 03, 2026

Switzerland

摘要

We ' re part of the Social Impact & Sustainability team of dedicated and passionate people united by a drive to improve health outcomes. The Director, SI&S Inclusive Access Strategy & Market Integration leads the expansion of Inclusive Health Accelerators across priority markets to improve health outcomes for underreached populations. The role partners with local and cross-functional teams to identify barriers, integrate solutions into business planning, and scale data-driven approaches, partnerships, and capabilities that create sustainable patient and business impact

About the Role

Location: Basel, Switzerland #hybrid.

Key Responsibilities:

- Lead the strategy and implementation roadmap to expand the Inclusive Health Accelerator model across Japan, Germany, China, and future priority markets.
- Drive market prioritization, readiness assessment, sequencing, governance, decision rights, and implementation planning.
- Partner with local and cross-functional teams to identify priority therapeutic areas, underreached populations, patient journey barriers, root causes, and intervention opportunities.
- Define and operationalize the IHA methodology, diagnostics, reusable tools, partnership models, implementation plans, and success measures.
- Embed inclusive access priorities and solutions into country business, brand, launch, therapeutic area, and market planning.
- Identify and develop community-based partnerships that strengthen trust, address access barriers, and improve outcomes.
- Establish KPIs, dashboards, and learning systems to monitor progress, inform decisions, demonstrate impact, and enable scale across markets.
- Lead complex cross-functional workstreams across stakeholders, functions, and geographies, translating data, community insights, and market context into practical recommendations.

Essential Criteria

- Bachelor's degree in Public Health, Healthcare Administration, Business, Health Policy, Social Sciences, Life Sciences, or a related field.
- Extensive experience in public health, social impact, community health, pharmaceuticals, health equity, or related fields.
- Experience leading the implementation and expansion of strategic initiatives across markets, including partnering with local country teams to adapt and execute solutions in diverse healthcare environments.
- Demonstrated experience developing and implementing strategies, programs, or initiatives that improve outcomes for underrepresented populations and communities.
- Strong experience leveraging data, evidence, and community insights to identify barriers, inform strategy, measure impact, and drive continuous improvement.
- Proven ability to collaborate across functions and influence stakeholders to translate insights into actionable strategies, implementation plans, and measurable outcomes.

Desirable Criteria

- Advanced degree (e.g., MPH, MBA, MHA, MSc, MD, PhD, or equivalent) in Public Health, Business, Health Policy, Healthcare Administration, Social Sciences, Life Sciences, or a related discipline.
- Experience building and managing multi-stakeholder coalitions, community organizations, healthcare ecosystems, or cross-sector partnerships to improve community health outcomes.
- Experience developing measurement frameworks, learning systems, dashboards, or evidence-generation approaches that support scale and sustainability.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make

it happen.

Expected Annual Base Salary Range for role: € 150,500 to € 271,500

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Accessibility and Accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If,

because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusionch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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>

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

Primary location salary range
CHF150,500.00 - CHF279,500.00

部门
Corporate Affairs

Business Unit
Other

地点
Switzerland

站点
Basel (City)

Company / Legal Entity
C010 (FCRS = CH010) Novartis International AG

Functional Area
Communications & Public Affairs

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a9e7e081d970365560705", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.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 (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
```

```
(kPlayer.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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =  
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a  
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to  
capture the player directly. thumbEmbedPromise .then(function(player) {  
window.kalturaPlayerVideos.push(player); // Notify kaltura_dataLayer.js that a new player is ready so  
it can // attach custom event listeners immediately, regardless of when // the user clicked the  
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {  
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {  
console.error(e.message) }
```

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