

Value & Access Head Eurasia

Job ID
REQ-10087871

9月 14, 2026

Kazakhstan

摘要

The Country Value & Access (V&A) Head of an NPhS market leads the execution of integrated access, HEOR/HTA, and healthcare system shaping plans to secure and sustain timely, equitable patient access to Novartis innovations. The role ensures end to end access excellence across the portfolio, with disproportionate focus on priority Therapeutic Areas (TAs) and key launches in large, complex healthcare systems. In this role you will partner with the regional director/executive director, develop and implement transformative access solutions serving strategic disease areas (DAs) within Neuroscience, with a focus on our priority geographic markets, major HTA archetypes and Budget Impact archetypes.

The main purpose of the Associate Access Director is to:

Shape Strategy

- With International TA and support of the TA Access Directors, develop and deliver all aspects of access strategy and execution for compounds/brands across the R-D-C continuum.
- Enable asset strategy to translate science into payer and HCS value propositions and solutions, securing access, affordability, and contribute to wide scale patient access and efficiencies at scale.

Facilitate Cross Functional Collaboration

- Represent access with internal partners and external stakeholders. Internally, support the execution

of our vision, provide expert support throughout the Access community (International, Regions, Countries) and with key partners (CPS/International, Development, Biomedical Research, Operations, S&G, Regions and Countries).

- Collaborate and partner with TAs, Medical Affairs, Development and Biomedical Research to enhance the value proposition, access strategy and access-relevant evidence packages.
- With the commercial organization and Pricing team, (co-)create the international pricing strategy and guidance.
- Create collaborative partnerships internally and externally to break down silos, partner across the value chain and shape the future of healthcare and markets.
- Collaborate with S&G and Development to drive consistent and access-optimal approaches to product shaping, value propositions and HCS value creation.

External engagement:

Forms the political and legal context in order to maximize the Company's business opportunities in effective interaction with government agencies and organizations of the countries within Eurasia cluster (hereinafter referred to as "government authorities"), as well as industry communities, public organizations and institutions.

About the Role

Major Accountabilities:

- Access Plan
 - Lead development and implementation of the national access plan for priority TAs and key assets.
 - Shape the local Target Product Profile (TPP) (where relevant - specific markets only) and early pipeline opportunities by representing the payer voice and access feasibility.
 - Define local asset plans including indication sequencing and long - term access planning.
 - Drive integrated cross - functional access plans aligned with commercial, medical, and public affairs priorities.
- Healthcare System Shaping & Partnerships
 - Build partnerships with government, payers, policymakers, hospitals, patient groups, and other ecosystem stakeholders.
 - Co - create innovative healthcare system solutions that improve access, affordability, and sustainability.
 - Anticipate and shape policy and system evolution to create an environment enabling best - in - class launches.
- Operational Pricing
 - Support and guide national operational pricing processes in collaboration with HQ.
 - Ensure compliance with international pricing policies.
- HEOR / HTA Plans & Submissions (for HTA-relevant markets)
 - Support development of HEOR/HTA plans and integrated evidence planning for key assets
 - Drive timely, high - quality HTA and regulatory submissions.
 - Oversee development of value dossiers, economic models, BIA/CEA analyses, and treatment comparisons.

- Ensure local evidence generation plans reflect payer requirements and ecosystem realities.
- Access Field & Key Account Leadership
 - Oversee Access Field teams to build strong relationships with hospitals, payers (regional/national), private insurers, and wholesalers.
 - Lead cross - functional account plan development and ensure execution of access - critical projects.
- External engagement
 - Monitors political and sectoral/industrial changes in the countries and identifies their potential impact on the Company.
 - Determines the Company's strategy, priority areas and tasks in the field of interaction with government agencies.
 - Interacts with government agencies to ensure a constructive dialogue on the regulation of the production and circulation of medicines, the drug supply system, as well as to increase awareness, understanding and predictability in the long term.
 - Represents the Company and interacts with industry associations: preparation and presentation of the Company's position, participation in the work of the relevant committees, feedback from Novartis Company.
 - Represents the Company and ensures the participation of its representatives in the most significant social and political organizations and events (organization and coordination of special events, forums, round tables, etc.).
 - Develops and implements a strategy for interaction with government agencies.
 - Coordinates the strategy for working with government bodies with the management of the Company. Reactive interaction with media on demand
 - Acts as an adviser to the Head of Eurasia and the leadership team and prepares strategic issues for decision at the level of the leadership team.
- Talent & Leadership
 - Lead and coordinate cross-functional teams to execute strategic priorities.
 - Build a high-performance culture, manage recruiting, performance, and coaching; develop critical capabilities and talent pipelines.
 - Attract, develop, and retain top talent; strengthen succession plans and capabilities across the country organization.
 - Role-model Novartis Leadership Expectations & Behaviors, inspire transformation and performance, and demonstrate self-awareness with a growth mindset.

Key performance indicators:

- Access & Launch Excellence
 - Time to access vs. target
 - Reimbursement outcomes
 - Launch sequence execution and pull - through performance.
- Operational Pricing
 - Overview of price realization vs. guidance
 - International reference pricing compliance.
- HEOR/HTA & Evidence
 - Quality, completeness, and timeliness of HTA submissions.
 - Approval rate and assessment outcomes from HTA agencies.
 - Availability of payer - relevant evidence packages.

- Healthcare System Alignment
 - Number and impact of co - created system solutions.
 - Policy alignment and partnership depth.
- External Engagement
 - Availability of effective contacts with the local and international expert community on the development of the healthcare system and drug supply.
 - Approval of the strategy for working with government bodies, including an analysis of the environment, identification of priority issues, the Company's position and action plans, and the achievement of key results in its implementation.
 - The leading position of the Company in the market as an expert organization on the development of the healthcare system and drug supply; effective participation of the Company in significant external events
- Team Leadership & Engagement
 - Team engagement, retention, and development progression.
 - Strengthening of V&A capabilities across the organization
 - Identified +2 RN successors (internally or externally)

Education:

- University degree required (Health Economics, Public Health, Life Sciences, Medicine, Pharmacy, Economics, or equivalent).
- Advanced degree preferred (e.g., MSc, PHD, MBA).

Languages:

- English
- Country language required

Experience/Professional Requirement:

Relevant Experience

- 10+ years of experience in Market Access, HEOR, Pricing, Health Policy, or related disciplines.
- Direct leadership experience managing teams of 10-20 people.
- Deep understanding of the local healthcare ecosystem and ideally exposure to other market archetypes.
- Proven experience working with government, regulators, HTA bodies, payers, policymakers, or political stakeholders.
- Strong track record in price negotiations, innovative contracting, and shaping payer strategies.

- Experience in co - creating healthcare solutions with external stakeholders at system or disease - area level.
- Demonstrated ability to represent payer perspective in early pipeline shaping and clinical development discussions.
- Cross - functional experience (Commercial, Medical, Public Affairs) and above - country experience are strong assets
- Experience working in an above country role and/or across different market archetypes preferred.

As this is a Country Leadership Team role, preference will be given to candidates with international mobility to enable progression into a next career step outside the Nordics.

Functional Skills & Leadership Skills

- **Navigate Complexity:** Anticipates trends, shapes innovative access models, and excels in highly matrixed environments.
- **Deliver Collective Impact:** Builds strategic partnerships, drives joint value creation, communicates with courage and influence.
- **Lead & Develop People:** Engages, empowers, and develops teams; influences senior stakeholders; creates trust and purpose.

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 \(PDF 30 MB\)](#)

部门
International

Business Unit
Marketing

地点
Kazakhstan

站点
Kazakhstan

Company / Legal Entity
KZ03 (FCRS = KZ003) Novartis Kazakhstan LLP

Functional Area
Market Access

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6aae22719c4b8687062904", 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 kalturaDataLayer.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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1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>
3. [https://novartis.wd3.myworkdayjobs.com/en-
US/NovartisCareers/job/Kazakhstan/Value---Access-Head-EurasiaREQ-10087871](https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Kazakhstan/Value---Access-Head-EurasiaREQ-10087871)
4. [https://novartis.wd3.myworkdayjobs.com/en-
US/NovartisCareers/job/Kazakhstan/Value---Access-Head-EurasiaREQ-10087871](https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Kazakhstan/Value---Access-Head-EurasiaREQ-10087871)