

# Oncology Sr. Specialist

Job ID  
REQ-10012172  
Jun 18, 2024  
USA

## Summary

This is a field-based and remote opportunity.

Ready to make a real difference to the lives of cancer patients and their families? With many new molecular entities in our clinical pipeline, we have an incredible opportunity to transform cancer care. And you can be part of it. Bring your experience, passion and customer focus to our sales team and help introduce breakthrough cancer medicines to patients in need.

### Job Purpose:

The Sales Specialist will handle delivering sales performance and promoting product(s) within the Oncology and Hematology portfolio of Novartis Pharmaceuticals Corporation, one of the largest pharmaceutical companies in the world and a pioneer in Oncology. The Sales Specialist will have a deep level of commercial insight who are curious, life-long learners, lead among their peers, proactively and continuously aspire to serve customer needs, and readily adopt digital tools to couple customer and data insights to improve sales opportunities in competitive markets. Personal integrity, compliance with Novartis values and behaviors and all compliance policies, teamwork abilities, and a customer focus are vital.

This is a remote position that will support key accounts in the Detroit, Monroe, Ann Arbor, Livonia, Rochester Hills, Warren, Sterling Heights, Port Huron and the surrounding area.

### Your Key Responsibilities:

- Collaborate cross functionally in each geography as ONE team, while demonstrating influential leadership amongst peers and internal partners to build & achieve shared goals.
- Display an elevated level of self-awareness, a passion for learning, an ability to inspire those around you, and a willingness to challenge the status quo and embrace change to optimize execution.
- Embody a high-level of confidence to deliver messages in a clear and compelling way to customers, optimally handle objections, and close every call with a with a commitment to action to inspire changes in behavior.
- Continuously demonstrate deep understanding of territory market landscape, competitors, market segments/dynamics, product, clinical data, and anticipate environmental changes and challenges to optimize execution.
- Develop and execute a call plan to achieve goals and improve access and sales opportunities, while promoting a highly technical and innovative product portfolio to a sophisticated audience.
- Strong understanding of the local healthcare system landscape, EMRs, pathways, and PA-claims processing and embody an Account Management mentality with the ability to develop and execute account level plans.
- Comfort in using sales data reporting tools to understand trends and coupling with customer insights to

identify territory and customer growth opportunities in a constantly evolving environment.

- Demonstrated use of social media platforms to capture customer insights to drive tactical execution and improve the customer experience.
- Strong agility to move between non-digital to digital settings.
- Strategic use of non-personal tools to deliver customized customer experiences.

• 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.

Company will not sponsor visas for this position.

**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).

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$92,800 and \$216,000/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 required.
- Minimum 3 years of specialty pharmaceutical, biotech, diagnostic / medical selling experience required.
- Excellent interpersonal, communication, and presentation skills required with strong ability to coordinate and prioritize.
- iPad and digital literacy (i.e., Word, Excel, and PowerPoint) is vital.
- Candidate must be properly licensed and able to safely operate and drive an automobile to perform field calls on customers; must have a driving record considered safe by the Company.

- This is a remote position that will support key accounts in an assigned region. Candidate must reside within territory, or within a reasonable daily commuting distance of 50 miles from territory boarder. 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.

Preferred Qualifications:

- Oncology experience preferred but would consider 3 years specialty/diagnostics or devices selling.
- Formal training in data/digital tools is a plus.
- Strong ability to collaborate and work cross-functionally within a matrix environment.
- Demonstrated ethical leadership and cultivate an environment that promotes ethical behavior and compliance with company policies and applicable laws.

Leveling Guidelines:

The position will be filled at level commensurate with experience.

Oncology/Hematology Representative:

- Internal: Novartis Sales Associate with experience in pharma/biotech sales.
- External: 2-3+ years of pharma/biotech, or oncology sales experience – or combination of 2-3+ years oncology clinical or medical device. experience.

Oncology/Hematology Specialist:

- Internal: Novartis Sales Associate with experience in pharma/biotech sales.
- External: 4-5+ years of specialty pharma/biotech, or oncology sales experience.

Oncology/Hematology Senior Specialist:

- Internal: Novartis Sales Associate with experience in pharma/biotech sales.
- External: 6+ years of specialty pharma/biotech, or oncology experience.

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>

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<https://talentnetwork.novartis.com/network>

Division

US

Business Unit

Innovative Medicines

Location

USA

Site

Field Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

Ann Arbor (Michigan), USA

Alternative Location 2

Detroit (Michigan), USA

Functional Area

Sales

Job Type

Full time

Employment Type

Regular (Sales)

Shift Work

No

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The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

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## **EEO Statement :**

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Major Accountabilities ~ Steigern Sie Ihr wettbewerbsfähiges Umsatzwachstum ~ Identifizierung und Priorisierung von Kunden mit hohem Potenzial durch Datenanalyse (HCPs und Stakeholder), die Verschreibungsentscheidungen beeinflussen ~ Steigern Sie die Vertriebsleistung durch die geschickte Orchestrierung positiver Kundenerlebnisse ~ Engagieren und Beziehungen aufbauen ~ Führen Sie wertorientierte Gespräche (persönlich und virtuell), um kritische Kundenherausforderungen, Entscheidungstreiber, Schwachstellen und Chancen zu verstehen ~ Personalisieren und orchestrieren Sie Customer Engagement Journeys für HCPs,

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