

Director, Future Field Engagement Strategy – Capabilities

Job ID

REQ-10073457

Mar 13, 2026

LOC_US

About the Role

Key Responsibilities:

- Shape and articulate a bold, future-focused vision for field capabilities that supports Novartis' transformation and long-term growth.
- Design and evolve a scalable, adaptable capability framework that defines the skills, behaviors, and mindsets needed for success in modern and emerging engagement models.
- Partner across commercial, brand, medical, and field teams to ensure capability priorities are fully aligned with business strategy and enterprise objectives.
- Translate organizational needs and market dynamics into clear, actionable capability recommendations that resonate across stakeholders.
- Champion innovative approaches to capability building, drawing on digital learning, experiential pilots, and leading external practices.
- Identify and validate future skills through pilots, benchmarking, and continuous scanning of industry and competitive trends.
- Develop and maintain a clear capability roadmap that guides what to build, enable, and prioritize over time.
- Define practical tools, resources, and frameworks that support the adoption and sustainment of new capabilities across the organization.
- Establish meaningful metrics and feedback loops to assess capability adoption, proficiency, and business impact.
- Use insights from performance and adoption data to continuously refine capability strategy and maximize organizational readiness.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 8+ years' experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, technology, or B2B sectors.
- Demonstrated success building future-ready capability strategies and long-term roadmaps that enable enterprise transformation.
- Deep experience designing and activating capability frameworks for large, customer-facing or field-based organizations.
- Proven ability to translate business strategy into clear, actionable skills, behaviors, and operating models that support evolving roles and engagement models.
- Strong understanding of modern customer engagement approaches, including account-based models and the dynamics of healthcare or similarly complex B2B environments.
- Experience leveraging data, market insights, and external best practices to inform capability priorities and drive meaningful impact.
- Exceptional communication and influence skills, with a track record of leading change and partnering effectively across matrixed organizations.

Desirable Requirements:

- Advanced degree (MBA, MS, PharmD, PhD), with experience leading transformation or capability-building initiatives within consulting, startup, or large-scale enterprise environments, with exposure to modern customer engagement or

field models across global or multi-market settings.

- Demonstrated ability to foster innovation, agility, and continuous improvement by integrating digital, experiential, and blended learning approaches into capability strategies.

Novartis Compensation Summary:

The salary for this position is expected to range between \$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.

Role Requirements

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 \(PDF 30 MB\)](#)

Division

DIV_IU

Business Unit

General Management

Location

LOC_US

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

LOC_US

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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