

Executive Director, Incentive Compensation

Job ID

REQ-10075283

Apr 06, 2026

LOC_US

About the Role

Key Responsibilities:

- Serve as the enterprise architect for incentive compensation, shaping a future-ready strategy that aligns performance measurement and rewards with evolving commercial and customer engagement priorities.
- Partner closely with Sales Leadership, Therapeutic Area leaders, Finance, P&O, Legal, Compliance, and Technology to ensure incentive compensation is fair, compliant, scalable, and tightly aligned to enterprise goals.
- Position incentive compensation as a powerful strategic lever that drives the right behaviors and outcomes – not simply an administrative or transactional process.
- Lead the design and continuous evolution of incentive frameworks, ensuring alignment with field roles, portfolio needs, and go-to-market models.
- Own enterprise governance, including decision rights, documentation standards, change management, and escalation pathways, bringing clarity and confidence to stakeholders.
- Provide executive oversight of end-to-end incentive compensation delivery, ensuring accurate, timely, and trusted reporting and payouts across the field.
- Champion operational excellence by partnering with Sales Operations, Analytics, Finance, Data Enablement, and Technology to maintain a high-quality, audit-ready environment.
- Drive modernization of incentive compensation tools, platforms, and processes, increasing transparency, reducing manual effort, and improving speed and insight.
- Lead, develop, and inspire a high-performing incentive compensation organization, fostering a culture of accountability, collaboration, and continuous learning.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 10+ years' experience of analytics experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams; including 6+ years' experience in an Incentive Compensation role with excellent achievements. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors, especially where strong leadership and customer engagement are central to success.
- Demonstrated experience leading enterprise-scale incentive compensation strategy, design, and execution in highly matrixed organizations.
- Strong track record of partnering with senior commercial, finance, and functional leaders to shape strategy and deliver meaningful business outcomes.
- Proven success leading teams through transformation, modernization, and operating model evolution.
- Ability to attract, develop, and retain diverse talent while building high-performing, engaged teams.
- Strategic and analytical thinker with strong cross-functional leadership skills and experience managing complex initiatives and budgets.
- Executive presence and systems thinking, with comfort navigating ambiguity while creating clarity, alignment, and momentum.

Desirable Requirements:

- Forward-looking leader with deep expertise in incentive compensation governance, compliance, operational risk, and technology modernization, skilled at navigating complexity and creating alignment at scale.

- Recognized as a trusted, collaborative change leader with strong executive presence and a passion for shaping the future of customer engagement in healthcare.

Novartis Compensation Summary:

The salary for this position is expected to range between \$236,000.00 and \$439,400.00 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

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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