

Associate Director, Business Performance - Neuroscience

Job ID

REQ-10077613

May 08, 2026

LOC_US

About the Role

Key Responsibilities:

- Implement US Brand Performance Vigilance processes to measure and track core metrics for brand performance covering all patient, customer, and competitive metrics such as Rx, share, claims, etc
- Works toward a clear and consistent view of brand business performance, with easy-to-understand data visualization enabling continuous progress monitoring, gap anticipation, course correction with data-driven hypothesis generation
- Implement requirements for the content and format of the report summarizing performance status at the brand level
- Collaborates closely with the Data Ops, Functional Excellence and Reporting team, ensuring the data-to-analysis-to-reporting pipeline is optimized
- Investigate performance data anomalies with Data Ops End-to-End Quality Assurance to ensure data variance is not interpreted as performance signal
- Proactively monitor external customer threats & opportunities including account performance at key accounts across the US at the brand level
- Implement standardized excellence practices across the IDS reporting ecosystem
- Implement consistent set of brand performance metrics & decomposition creating a shared base of understanding of “what” is happening
- Implement AI / ML models to improve 1st level of performance diagnosis in partnership with AI / Data Science team
- Represent Business Performance for their brand in the new POD way of working bringing the best of I & A capabilities together
- Articulate a clear narrative for business performance grounded in data and insights, considering current strategy and how it should evolve, owned by the IDS Illuminator as part of the IDS POD
- Proactive tracking of competitive threats & opportunities

Novartis seeks an individual with extensive experience in the pharmaceutical or healthcare industry, with a strong understanding of market dynamics and regulatory environments. With a proven track record in business performance management, strategic planning, or a similar role, the person should demonstrate the ability to drive business outcomes through data-driven insights. The candidate should excel in bridging the gap between functional and business teams, fostering clear communication and understanding, while engaging with and influencing senior leadership and other key stakeholders to drive strategic initiatives and performance improvements.

Essential Requirements:

- A Bachelor's degree in Business Administration, Finance, Economics, or a related field; an MBA or advanced degree is preferred
- Minimum 6+ years of experience in business performance management, strategic planning, or a similar role within the pharmaceutical or healthcare industry
- Commitment to driving and enabling data-driven decision making throughout all levels of the organization
- Exceptional business acumen, paired with a deep understanding of business dynamics in the context of the pharmaceutical industry
- Experience in managing multiple projects simultaneously, ensuring timely delivery and alignment with business goals
- Experience in managing relationships with key stakeholders, including senior leadership and external partners
- Ability to work effectively with cross-functional teams and drive strategic initiatives

- Excellent verbal and written communication skills to articulate and present business problems and solutions to key stakeholders persuasively
- Strong analytical and problem-solving skills with the ability to interpret complex data and generate actionable insights
- Proficiency in data analysis tools and software, such as Excel, SQL, Python, R or similar business intelligence platforms
- Demonstrated strong leadership skills in a team environment which requires negotiation, persuasion, collaboration, and analytical judgment
- Ability to thrive in a fast-paced, dynamic environment and adapt to changing business needs and priorities

Novartis Compensation Summary:

The salary for this position is expected to range between \$145,600.00 and \$270,400.00 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

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_MM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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