

Associate Director, Delivery Enablement

Job ID

REQ-10077626

May 27, 2026

LOC_US

About the Role

Key Responsibilities:

- Drive delivery excellence across assigned brands through integrated marketing planning and collaborative agency partnerships.
- Implement creative effectiveness and operational efficiency strategies that accelerate campaign execution and business impact.
- Act as change agent to embed new processes, standards, and ways of working across internal and external stakeholders.
- Serve as the primary operational partner, proactively resolving execution roadblocks and addressing marketing operations needs.
- Collaborate with Content Lab, MarTech, and Marketing Operations to operationalize platforms, processes, and creative strategies.
- Lead end-to-end marketing plan execution, ensuring on-time, high-quality delivery aligned with strategic objectives.
- Oversee scope, financial operations, and agency performance, ensuring clear deliverables, KPI adherence, and budget discipline.

Essential Requirements:

- Bachelor's degree or MBA in a related field is required
- Minimum of five years of experience in Commercial Operations, Sales, or Marketing, with cross-functional leadership experience in pharmaceutical, biotechnology, or consulting/agency settings, and demonstrated knowledge of pharmaceutical marketing technologies, CRM platforms, and compliant digital workflows.
- Led and implemented Commercial and/or Marketing Operations best practices, process, operating models & technology platforms standards for efficient operation in the pharmaceutical or consumer industry
- Proven track record in managing end-to-end marketing strategy and plan execution including campaign planning/execution, content development, approval deployment and optimization
- Experience in managing brand budgets and vendor financial compliance with defined standards and process
- Thorough knowledge and implementation experience of MLR standards and process to successfully support marketing execution
- Demonstrated experience in a networked organization with a high degree of cross-functional stakeholder management
- Experience in managing agencies, vendors, and third-party partners to drive process change, accountable for projects delivered on time, within budget while ensuring quality

Desirable Requirements:

- Experience leading change management initiatives and driving adoption of new processes, standards, and operating models.
- Experience supporting or operating within a center of excellence model for marketing operations, content, or digital enablement.

Novartis Compensation Summary:

The salary for this position is expected to range between \$145,600 and \$270,400 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

Marketing

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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