

Associate Director, Field Medical Execution - CRM

Job ID

REQ-10070270

Jun 10, 2026

LOC_ES

About the Role

Key Responsibilities:

Field Medical Strategy & Execution

- Support aligned implementation of International Field Medical strategy across assigned TAs, ensuring country-level applicability.
- Drive country adoption of core field medical frameworks (iSEA, iSEC, IMEx, MEEP) to enable compliant, prioritized expert engagement.
- Support planning and execution, tracking of medical metrics (e.g., BEST) and launch/in-line execution activities.
- Strengthen insights management by enabling structured capture, synthesis, and upward flow of country field insights.

Platforms, Tools & Analytics Fluency

- Ensure alignment with brand strategy, scientific narrative, and medical frameworks while partnering with IMA TA and country field teams.
- Act as liaison with platform owners (e.g., CRM) to support system use, troubleshoot issues, and cascade training. Hands-on experience with CRM/field systems (e.g., Veeva) and analytics tools (e.g., Power BI), supported by strong analytical skills and comfort working with data.
- Promote embedding of IMACE standards through cross-functional collaboration and sharing of best practices across countries.
- Drive adoption of digital tools, dashboards, and standardized reporting to support data-driven execution and reduce manual workload.
- Identify capability gaps and contribute to capability-building initiatives in partnership with Scientific Learning & Capability teams.

Data, Analytics & Insights + Stakeholder Engagement

- Translate aggregated cross-country insights and medical metrics into actionable recommendations, ensuring compliant, high-quality execution.
- Demonstrated fluency in interpreting field medical metrics, dashboards, and customer insight data to inform operational decisions, identify opportunities, and drive continuous improvement.

Essential Requirements:

- Advanced degree in life sciences/healthcare (PhD, PharmD, MD) or equivalent experience in pharmaceutical/healthcare.
- Fluent oral and written English. Additional regional or local language are desirable.
- 5+ years of experience in pharmaceutical, healthcare, or life sciences organizations, with a substantial focus on Medical Affairs.
- Demonstrated subject-matter expertise in CRM, including both strong scientific/clinical knowledge and practical experience.
- Demonstrated field medical execution experience (e.g., MSL, MSL Manager, Field Medical Excellence roles).
- Launch and in-line execution experience, contributing to launch readiness, content activation, and coordinated field medical activities across stakeholders.
- Hands-on experience implementing field medical frameworks (iSEA, iSEC, MEEP) at country/regional level.

- Strong digital and analytics capabilities with CRM/field systems and BI tools.
- Effective communicator and influencer with strong matrix collaboration, strategic thinking, and compliance and governance proficiency with a thorough understanding of internal and external ethical standards, medical compliance, and governance for Field Medical activities. Agile, strategic mindset with resilience, critical thinking, and a delivery-focused approach to continuous improvement.

Benefits & Rewards:

Read our handbook to learn about all the ways we'll help you thrive personally and professionally:

<https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity and Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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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Role Requirements

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[Read our handbook \(PDF 30 MB\)](#)

Division

DIV_IM

Business Unit

Marketing

Location

LOC_ES

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Alternative Location 1

LOC_ES

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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