

ED, Head US New Capabilities and Adoption - Remote

Job ID

REQ-10080835

Jun 10, 2026

LOC_US

About the Role

Reporting into the Chief Strategy, Platforms & Transformation Officer, this role is accountable for leading the enterprise capability engine for US Commercial by building scalable capability systems that make transformation and AI adoption possible. The Head of New Capabilities & Adoption is responsible for building and scaling the enterprise capabilities that enable the US Commercial organization to successfully adopt AI, platforms and transformation initiatives at speed and at scale.

This role serves as the primary architect of US wide capability building and adoption infrastructure, ensuring that teams across the enterprise are equipped with the tools, skills, and environments needed to translate AI & transformation into sustained business impact.

The role leads the New Capabilities & Adoption function, one of the five core pillars of SPT, with responsibility for reusable, scalable capabilities that enable decentralized execution across the business, grounded in a strong understanding of the US pharma commercial domain and focused on improving effectiveness and delivering measurable value.

Leads the New Capabilities & Adoption function, driving scalable, reusable capabilities that enable decentralized execution across US Commercial and deliver measurable business value.

Key Responsibilities

- **AI & Self-Service Ecosystem**
Partner with DDIT to design and scale a self-service AI environment, enabling teams to build and deploy AI solutions within enterprise guardrails and drive adoption across workflows.
- **Capability Building & Workforce Transformation**
Lead US Commercial upskilling strategy, including programs (e.g., RAI, TORCH), to build a future-ready workforce with strong AI, digital, and transformation capabilities.
- **Scaled Project Management Capability**
Establish standardized PM frameworks, tools, and self-service toolkits to enable consistent, scalable delivery across the organization.
- **Change Enablement at Scale**
Partner with P&O to scale change methodologies, toolkits, and adoption frameworks, ensuring sustained behavioral change and value realization.

Leadership Expectations

- Build and lead a high-performing enterprise capability team
- Drive a culture of self-service, empowerment, and scalable adoption
- Act as a bridge between global capability design and US Commercial execution
- Partner across US LT, P&O, DDIT, and functional leaders to align capabilities with business priorities
- Ensure alignment with governance, Responsible AI, and enterprise standards

Essential Requirements:

- A minimum of a Bachelor's degree in business, organizational development, learning, healthcare, digital, or related field. Preferred: Advanced degree (MBA, MS, or equivalent)
- 12+ years leading enterprise capability building, learning strategy, transformation enablement, or workforce capability

programs in a large, matrixed, regulated environment.

- Demonstrated success building large-scale capability ecosystems tied to business outcomes
- Strong experience partnering with senior business leaders, P&O, digital/technology teams, and enterprise CoEs to diagnose capability gaps and implement scalable solutions
- Experience with AI fluency, digital transformation capability-building, leadership development, and change/program management enablement is strongly preferred
- Strong understanding of the US pharma commercial domain, including how commercial functions operate in a highly regulated environment, with demonstrated ability to scale capabilities that improve organizational effectiveness and deliver measurable business value
- Strategic thought partner who can connect enterprise priorities to capability interventions and operating realities
- Builder who can create new capabilities
- Enterprise influencer who works horizontally across business, tech, and people functions leading without authority
- Outcome-focused operator who measures business impact

The salary for this position is expected to range between \$204,400.00 and \$379,600.00 annual 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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