

# VP, Head, US Priority Transformation - Remote

Job ID

REQ-10080884

Jun 10, 2026

LOC\_US

## About the Role

Reporting into the Chief Strategy, Platforms & Transformation Officer, responsible for delivering the US Commercial enterprise transformation agenda by leading the design, build, and scale of priority transformation programs (“US Reimagining Work Engines”). This role is the primary owner of execution and value realization across the highest-priority, USLT-owned transformations, ensuring that strategy is translated into end-to-end workflow redesign, operational implementation, and measurable business outcomes across the US business.

This is a mission-critical build role, accountable for establishing integrated transformation delivery, program governance, and cross-functional orchestration capabilities that do not exist today.

Leads the Priority Transformation Programs function, driving enterprise transformation from concept through scale and measurable value realization, aligned to US Commercial strategy.

### Responsibilities:

- **End-to-End Transformation Delivery**  
Own delivery of USLT-prioritized transformation programs, including AI-enabled and Reimagining Work initiatives, from design through implementation and scale.
- **Cross-Functional Orchestration**  
Drive alignment and execution across business, technology, data, and enabling functions to ensure integrated, end-to-end workflows.
- **Program Management & Governance (PMO)**  
Establish and lead a centralized PMO, including governance frameworks, planning, risk management, and executive reporting to ensure transparency and disciplined execution.
- **Operating Model & Workflow Transformation**  
Lead redesign of business workflows and operating models, embedding AI-driven, outcome-focused solutions that optimize enterprise performance.
- **Change, Adoption & Value Realization**  
Partner cross-functionally to drive change, build capabilities, and ensure sustained adoption and measurable business impact.
- **Transformation Portfolio Integration**  
Maintain an integrated view of programs, dependencies, and priorities; resolve conflicts and ensure effective sequencing across initiatives.

### Leadership Expectations:

- Build and lead a high-performing transformation organization
- Drive execution excellence, accountability, and outcome orientation
- Partner closely with Strategy & Execution, AI & Platform, Data, and P&O to deliver scalable transformation aligned with governance and Responsible AI standards

### Essential Requirements:

- A minimum of a Bachelor's degree in business, engineering, operations, healthcare, digital, or related field Preferred: Advanced degree (MBA, MS, or equivalent).
- 12+ years of experience leading complex, enterprise-wide transformation, operating-model redesign, business process

- transformation, and/or transformation-office leadership in a large, matrixed, regulated environment required
- Demonstrated track record of translating strategy into implemented enterprise change with measurable business outcomes
  - Strong consulting-style problem solving combined with real in-business operating experience
  - High fluency in AI, digital, automation, and technology-enabled workflow redesign as it relates to business process and organizational transformation
  - Proven success leading transformation offices / PMOs with strong governance cadence, benefits tracking, and cross-functional delivery
  - Proven strategic architect and operator that can shape the transformation roadmap but is equally strong in driving execution and holding teams accountable
  - Ability to connect business priorities, workflow redesign, platforms, people impacts and value realization into one coherent delivery model
  - Coach and challenger of leaders and teams by driving toward action, surfacing issues early, and does not tolerate passive reporting or slow drift
  - People-centric change leader that understands that sustainable transformation requires workforce implications, leadership behavior, and culture change beyond process maps and tools.

The salary for this position is expected to range between \$288,400.00 and \$535,600.00 USD 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\_BS

Job Type

Full time

Employment Type

Regular

Shift Work

No

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