

# Field Excellence Manager

Job ID

REQ-10078669

Jun 10, 2026

LOC\_CZ

## About the Role

### Key responsibilities

- Execute field excellence initiatives aligned with TA, Brand, and Value & Access priorities, ensuring timely and high-quality delivery.
- Design and implement optimal field force resource allocation, sales force structures, and territory alignments in collaboration with cross-functional teams.
- Deploy field execution tools, KPIs, account planning models, and operating standards in line with defined frameworks.
- Support go-to-market activities, launches, and cycle execution through robust field operations and execution readiness.
- Drive business and performance reviews by analyzing field data and contributing to planning processes such as OneBP and budgeting.
- Lead territory design activities including mapping, representative placement, call planning, and accurate system implementation.
- Develop, maintain, and deliver field KPIs, dashboards, reports, and analyses to support decision-making and performance tracking.
- Translate field insights into actionable recommendations to enhance capabilities, effectiveness, and ways of working.
- Manage target setting, quota allocation, and field incentive programs, ensuring accuracy, transparency, and timely execution.
- Ensure operational excellence of CRM and field systems, including data quality, compliance, and effective user adoption.
- Collaborate with IT, analytics, and business stakeholders to drive continuous improvement, system enhancements, and operational efficiency.
- Act as a trusted partner and change agent for stakeholders, driving alignment, communication, and adoption of field excellence initiatives.

### Requirements

- Bachelor's or advanced degree in Engineering, Economics, Business Management, or Bioscience; fluency in English and Czech is mandatory; 3–5 years' experience in commercial, field excellence, or sales operations roles within pharmaceutical or Life Science industry.
- Strong commercial acumen with solid understanding of field execution models, KPIs, and incentive schemes.
- Hands-on experience with CRM and field force systems (e.g., Veeva) and strong data management capabilities.
- Proven experience with reporting, analytics, dashboards, and performance monitoring.
- Experience in supporting therapeutic area or brand-level commercial planning is preferred.

- Strong analytical mindset with attention to detail and focus on data accuracy and quality.
- Ability to manage multiple operational workstreams simultaneously within structured frameworks and deadlines.
- Excellent cross-functional collaboration and stakeholder management skills.
- Execution-focused, proactive, and results-driven with strong problem-solving abilities.
- High ethical standards with strong compliance orientation, particularly regarding data privacy and system usage.
- Openness to continuous learning and development toward advanced Field Excellence or Commercial leadership roles.

#### Benefits & Rewards (applicable for Prague)

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); MultiSport Card; Find out more about Novartis Business Services: <https://www.novartis.cz/>

#### 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.

#### Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to [di.cz@novartis.com](mailto:di.cz@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

## 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\_IM

Business Unit

General Management

Location

LOC\_CZ

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area

FCT\_MM

Job Type

Full time  
Employment Type  
Regular  
Shift Work  
No  
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