

Director, Integrated Field Execution Effectiveness – Neuroscience Rare Disease

Job ID

REQ-10077671

Jun 22, 2026

LOC_US

About the Role

Key Responsibilities:

- Maintain and improve a systematic, comprehensive evaluation of the effectiveness (performance) for a given Novartis field team (Commercial, Medical, Novartis Patient Services, etc.) across all therapy areas and brands
- In close coordination with Insights & Analytics leads (Business Performance, Functional Excellence) and TA and brand level IPSTs, develop field team KPIs for their assigned field function that are aligned with the organization's strategic goals
- Review and improve processes aimed at proactively uncovering key pain points and drivers of success at the field team level
- Establish local level opportunity identification process in partnership with Field organizations
- Support field team leadership with relevant performance metrics and evaluations to enable responsive, strategic decision making
- Work to establish near-real time awareness of field team performance across their function
- Provide analytics on HCP, Account, & Medical Expert engagement to support all the teams (Commercial, Medical, Novartis Patient Services, etc.)
- Monitor field force adherence to internal tool (e.g., NBA / decision engine, interactive visual aids, etc) recommendations (e.g., HCP prioritization, call plans, follow-ups), comparing performance of high vs low adopters, etc.
- Upskill and mentor the members of their team, owning their professional growth and development
- Establish a team culture of continuous process and evaluation improvement
- Ensure the team is deeply connected to the field facing organizations through direct exposure to field teams
- Identify potential threats and opportunities through proactive competitive benchmarking
- Partner with Resource Optimization team to ensure proper quantification of the value of the sales force
- Partner with the Functional Excellence team to align on requirements for any leadership dashboards & reporting solutions and consult on metrics & data to directly enable the sales force

Novartis seeks an individual with extensive experience in the pharmaceutical or healthcare industry, with a strong understanding of field force operations and sales strategies. This individual should have a proven track record of leading and managing high-performing teams, with a focus on driving execution effectiveness and achieving strategic objectives. A strong analytical background is essential, with the ability to analyze complex datasets and derive actionable insights.

Essential Requirements:

- A bachelor's degree in Business Administration, Marketing, Life Sciences, or a related field; an MBA or advanced degree is preferred
- Minimum 8+ years of experience in the pharmaceutical, life sciences consulting or healthcare industry, with a deep understanding of statistics, field force operations and sales strategies.
- Background rare disease
- Strong analytical skills with expertise in data analysis and interpretation to drive strategic decision-making and optimize field strategies
- Experience in developing and implementing key performance indicators (KPIs) to measure and enhance field force performance
- Demonstrated experience in managing field force activities, including engagement strategies, sample distribution, and

adherence to internal tool recommendations

- Ability to provide data-driven coaching and develop feedback loops and incentive programs to improve field force performance
- Excellent communication skills, with the ability to present complex insights and strategies effectively to diverse audiences, including field leadership and internal stakeholders
- Proven ability to engage and collaborate with cross-functional teams, including medical, access, and commercial teams, to align strategies and initiatives
- Strong leadership skills in a team environment which requires negotiation, persuasion, collaboration, and analytical judgment
- Ability to thrive in a fast-paced, dynamic environment and adapt to changing business needs and priorities

Novartis Compensation Summary:

The salary for this position is expected to range between \$185,500.00 and \$344,500.00 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

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

LOC_US

Functional Area

FCT_MM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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