

Field Excellence Lead

Job ID

REQ-10079334

Jun 25, 2026

LOC_GB

About the Role

Major accountabilities:

- Act as the primary Field Excellence interface for Therapeutic Areas, Sales, and Value & Access leadership
- Represent Field Excellence in planning and performance review forums, ensuring alignment to strategy
- Design and implement field execution models aligned with brand and access strategies
- Translate strategic priorities into clear field execution direction, including focus areas and success metrics
- Shape go-to-market field models for launches and ongoing execution
- Support field force sizing, structure, and resourcing decisions using data and benchmarks
- Define and align field KPIs and effectiveness metrics to ensure consistent performance tracking
- Lead incentive model design and performance measurement frameworks for field teams
- Oversee territory design, alignment, and operational implementation across field systems
- Coordinate cross-functional stakeholders to ensure consistent, disciplined execution

Minimum Requirements:

- University degree in business, life sciences, economics, or a related field
- Significant experience in pharmaceutical or healthcare commercial roles
- Experience in field force effectiveness, commercial excellence, or sales strategy
- Strong understanding of go-to-market planning and field execution models
- Ability to interpret performance data and translate insights into actionable recommendations
- Experience working in regulated environments with strong compliance awareness
- Proven ability to manage stakeholders in cross-functional, matrix organizations
- Strong analytical and structured problem-solving skills

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 71,330.00 - 101,900.00 - 132,470.00 GBP Annual

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

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

Role Requirements

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Primary location salary range

£71,330.00 - £132,470.00

Division

DIV_IM

Business Unit

General Management

Location

LOC_GB

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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