

Associate Director, Field Launch Excellence

Job ID

REQ-10072712

Jul 15, 2026

LOC_US

About the Role

Key Responsibilities:

- Synthesize insights across therapeutic areas, internal roadmaps, customer perspectives, and the competitive landscape to evolve launch best practices, frameworks, and scalable capabilities for Customer Engagement.
- Build trusted partnerships across Product, Data & Analytics, Finance, Legal, Compliance, Marketing, and other matrix teams to enable effective field deployment through the right tools, technologies, and tactics.
- Champion the voice of the customer and the voice of the field by embedding real-world insights into launch planning, innovation, and business priorities.
- Partner closely with Sales and Customer Engagement leadership during launch periods to address challenges, unlock opportunities, and identify scalable approaches that can be applied across products and Therapeutic Areas.
- Support the design and continuous evolution of launch acceleration strategies across Customer Engagement and the broader enterprise.
- Drive launch and operational excellence for priority brands while creating scalable standards, tools, and frameworks that elevate enterprise-wide Customer Engagement performance.
- Apply industry and competitive expertise to assess market dynamics and understand their impact on product potential and pipeline strategy.
- Bring fresh thinking to enterprise performance KPIs, partnering with analytics to generate new insights into launch execution and early market uptake.
- Develop, communicate, test, and continuously improve repeatable, data-informed launch best practices, tools, frameworks, and playbooks while balancing enterprise standardization with launch-specific needs.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 6+ years' experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors, especially where strong field leadership and customer engagement are central to success.
- 2+ years' experience supporting product launches, launch readiness, customer engagement, field execution, commercialization, or related business transformation initiatives within the life sciences industry.
- Ability to work independently while balancing multiple priorities, bringing strong attention to detail, sound judgment, and follow-through in a fast-moving environment.
- Experience translating business needs into practical tools, frameworks, playbooks, workflows, dashboards, operating models, or other scalable business solutions.
- Experience analyzing complex information, connecting disparate inputs, and translating data into clear, actionable insights that tell a compelling story – both verbally and in writing.
- Proven success collaborating across cross-functional, matrixed teams, building strong relationships, and delivering results through influence, partnership, and shared accountability.
- Strategic, data-driven problem solver with project management experience, comfortable navigating ambiguity and turning strategy into thoughtful, timely execution.

Desirable Requirements:

- Experience with design thinking, workflow optimization, automation, artificial intelligence-enabled capabilities, or other

approaches used to scale business processes and execution.

- Experience grounded in healthcare consulting, paired with meaningful time partnering with or supporting a sales organization – blending strategic insight with practical, field-informed perspective.

Novartis Compensation Summary:

The salary for this position is expected to range between \$152,600 and \$283,400 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

Sales

Location

LOC_US

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

LOC_US

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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