

Director, MarTech Product Excellence and Operations

Job ID

REQ-10084673

Aug 04, 2026

LOC_US

About the Role

Key Responsibilities:

- Drive product management excellence across a complex MarTech portfolio through scalable operating models, governance, and best practices, while partnering with senior leaders to shape strategy, influence decision-making, and foster cross-functional alignment in a highly matrixed environment.
- Shape and execute the product management maturity roadmap, advancing frameworks, standards, and ways of working across teams.
- Establish and measure KPIs, maturity metrics, and continuous improvement initiatives to enhance MarTech product performance and delivery outcomes.
- Champion best practices across MarTech product discovery, prioritization, development, launch, and performance measurement.
- Lead portfolio governance processes that enable clear prioritization, effective decision-making, and organizational accountability.
- Partner across MarTech Product, IT, Marketing, and business teams to align strategy, investments, and execution priorities.
- Develop executive-level dashboards, reporting, and insights that drive transparency and informed decision-making.
- Support annual and quarterly planning, budgeting, roadmap development, and portfolio optimization to maximize business impact and ROI.
- Lead change and transformation initiatives, advancing AI-enabled capabilities, operational excellence, and a culture of continuous learning and innovation.

Essential Requirements:

- Bachelor's degree in business, Engineering, or related field required; MBA or advanced degree preferred
- 8+ years of experience in MarTech product management, product operations, or related disciplines, with deep expertise across the product lifecycle, including discovery, prioritization, delivery, and optimization.
- Proven success advancing MarTech product management maturity through scalable operating models, governance frameworks, and best practices.
- Demonstrated ability to lead complex, cross-functional initiatives and drive results in highly matrixed global organizations.
- Exceptional communication skills and strong executive presence with a track record of influencing senior stakeholders and guiding strategic decisions without direct authority.
- Experience partnering with external consulting firms, vendors, and strategic partners to accelerate business outcomes.
- Expertise in portfolio management, investment prioritization, governance, and KPI development to measure product and organizational performance.
- Analytical and data-driven mindset with the ability to turn insights into actionable strategies that drive measurable business impact.

Novartis Compensation Summary:

The salary for this position is expected to range between \$185,500 and \$344,500 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

Marketing

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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