

ED, Engine Lead (2 Positions)

Job ID

REQ-10086149

Aug 21, 2026

LOC_US

About the Role

Key Responsibilities:

- Define the Engine vision, strategic objectives, outcome measures, and value realization framework.
- Own the integrated roadmap, aligning priorities, dependencies, resources, and execution across teams.
- Lead end-to-end workflow redesign to improve customer, associate, and business outcomes.
- Drive cross-functional transformation across business, technology, data, and enabling functions.
- Establish governance, decision rights, and escalation pathways to accelerate delivery and remove barriers.
- Monitor adoption, business impact, risks, and milestones, implementing corrective actions when needed.
- Influence enterprise portfolio decisions through evidence-based recommendations and prioritization.
- Build alignment and accountability among senior leaders, sponsors, and transformation partners.
- Lead implementation, stabilization, scaling, and continuous improvement of Engine initiatives.
- Capture and share best practices, reusable assets, and lessons learned across transformation programs.

Essential Requirements:

- Education: Bachelor's degree in business, life sciences, healthcare, strategy, technology, engineering, organizational transformation, or related discipline required. MBA, MS, MPH, PharmD, or equivalent advanced degree preferred.
- 12+ years of progressive experience in enterprise transformation, commercial strategy, operating model redesign, product/digital transformation, management consulting, or complex cross-functional program leadership.
- Experience in pharma, biotech, health tech, top-tier consulting, Big Tech, or scaled digital/product organizations where transformation requires business, technology, data, workflow, and adoption integration.
- Proven success owning large-scale transformation from problem framing through design, implementation, adoption, scale, and measurable value realization.
- Experience defining business outcomes, value cases, roadmaps, decision rights, governance, milestones, dependencies, and benefit owners across matrixed teams.
- Strong understanding of US commercial healthcare/pharma dynamics, including field execution, customer engagement, launch performance, access, medical/commercial interfaces, and enabling capabilities.
- Demonstrated ability to lead senior stakeholders without direct authority and make trade-offs across value, risk, capacity, readiness, compliance, and enterprise scalability.

Desirable Requirements:

- Prior accountability for AI, automation, data-product, customer-experience, field-model, or workflow-reinvention initiatives.
- Experience managing transformation investment, vendor capacity, and value tracking in partnership with Finance, Technology, P&O, Legal, Ethics, Risk & Compliance, and business functions

Novartis Compensation Summary:

The salary for this position is expected to range between \$204,400 and \$379,600 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

Division

DIV_IU

Business Unit

General Management

Location

LOC_US

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_IT

Job Type

Full time

Employment Type

Regular

Shift Work

No

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