

Execution Excellence Head

Job ID

REQ-10088446

Oct 06, 2026

LOC_PA

About the Role

Key responsibilities

- Develop and implement innovative, competitive go-to-market strategies by translating patient, customer and market data into actionable insights that support Therapeutic Area, Medical and Value & Access decisions.
- Design and execute integrated multichannel strategies and solutions that strengthen customer experience and engagement across all Therapeutic Areas.
- Drive field force effectiveness and field excellence by optimizing territory structures and aligning field resources with strategic brand priorities across Therapeutic Areas and Access teams.
- Develop digital strategies and solutions, including AI-enabled products, to improve customer experience and increase the effectiveness and efficiency of the marketing and sales model.
- Enable future readiness by building the right capabilities, deploying fit-for-future organizational models and embedding external best practices across Marketing, Sales, Medical and Value & Access.
- Lead a focused cross-functional enabling unit that strengthens collaboration, aligns execution and establishes consistent excellence standards across Commercial and Value & Access.
- Provide targeted support to Medical Affairs through Data, Analytics & Platforms and Capability Building, in line with legal and compliance guidance.
- Navigate complexity and enable timely, data-grounded decisions by identifying critical issues, maintaining a long-term perspective and adapting priorities during change.
- Influence senior and cross-functional stakeholders, balance shared accountabilities and competing priorities, and integrate diverse perspectives to deliver enterprise outcomes.
- Build agile, diverse and high-performing teams by attracting, retaining, coaching and developing talent, creating clarity, removing barriers and reinforcing accountability.

Essential Requirements

- Relevant university degree; substantial senior commercial leadership experience, including direct leadership of large teams and management of deep subject-matter experts.
- Proven track record of driving business performance in a competitive, international environment through P&L, indirect P&L, above-country or functional leadership;
- Strong strategic thinking and analytical rigor, with the ability to understand internal and external ecosystems, anticipate market developments and translate them into breakthrough strategies.
- Demonstrated openness to and experience with innovation across value propositions, processes, go-to-market models and customer experience or engagement.

- Strong technology and digital savviness, including experience adopting new technologies and understanding digital trends, platforms, products and solutions.
- Proven ability to influence, collaborate and drive impact in complex cross-functional and matrix environments with shared accountabilities.
- Experience leading large-scale change management and transformation initiatives while maintaining focus, adaptability and execution discipline.
- Executive-level communication skills, with the confidence and credibility to engage, challenge and influence senior leaders and diverse stakeholders.
- Fluent in English

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.

Role Requirements

Division

DIV_IM

Business Unit

General Management

Location

LOC_PA

Site

Panama

Company / Legal Entity

PA13 (FCRS = PA013) Novartis Panama, S.A.

Functional Area

FCT_MM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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