

Associate Director, Insights and Decision Science Academy

Job ID
REQ-10046995

10月 07, 2025

USA

摘要

This position will be located at our East Hanover, NJ site and will not have the ability to be located remotely.

About the Role

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting to the Executive Director, Insights and Decision Science Capabilities, this role is crucial in fostering a culture of innovation and excellence within the IDS function. The Associate Director, Insights and Decision Science Academy role is designed to serve as a cross IDS resource, understanding the desired evolution of IDS capabilities, designing dynamic learning programs and creating communities of learners, while fostering collaboration across IDS, ensuring alignment with organizational objectives

and evolving needs.

This role plays a pivotal role in shaping the future of IDS by designing, developing, and facilitating learning programs and knowledge sharing, monitoring the impact of these initiatives, and continuously improving their effectiveness. By staying informed of industry trends, best practices within Insights and Decision Science as a discipline, and evolving adult learning best practices, the role ensures that IDS capabilities remain cutting-edge and competitive, ultimately supporting the broader IDS mission.

Key Responsibilities:

- Integrate capabilities, communities of learners, and collaboration across IDS to drive functional excellence and organizational impact
- Design and facilitate learning programs that address current and future needs, with special attention to emerging IDS capabilities like proactive data strategy, AI prototyping, insight synthesization, etc.
- Monitor alignment of IDS capabilities and impact of learning programs and communities against organizational objectives and evolving needs
- Facilitate knowledge sharing, collaboration, and continuous improvement through communities of learners
- Regularly evaluate progress and impact, developing and providing actionable insights and recommendations for further development
- Stay informed of industry trends and best practices to ensure IDS capabilities remain cutting-edge and competitive

Essential Requirements:

Novartis seeks an individual with extensive experience in the pharmaceutical or healthcare industry, alongside developing and embedding strategic capabilities within a large, complex organization. They should have a proven track record of building and nurturing communities of practice, fostering skill development, and driving innovation to address critical business challenges.

Education (minimum/desirable):

Bachelor's degree in related field is required; Master of Science and/or MBA strongly preferred

Additional qualifications are as follows:

- 6-8 years of experience in the pharmaceutical or healthcare industry, particularly in roles related to innovation, learning and development
- Strong understanding of AI, machine learning, and data strategy development.
- Experience in an insights, analytics, or decision science role, with a deep understanding of the methodologies, tools, and best practices required to generate high-quality insights
- Experience in developing and facilitating learning programs and workshops, rooted in current adult learning best practices
- Ability to monitor and evaluate the effectiveness of programs and initiatives, providing actionable insights
- Strong leadership skills with a focus on fostering collaboration, curiosity, excellence, and continuous improvement
- Up-to-date knowledge of industry trends and best practices in decision science and analytics
- Demonstrated ability to align data capabilities with business objectives and drive strategic impact

The pay range for this position at commencement of employment is expected to be between: \$152,600.00 and \$283,400.00/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门
US

Business Unit
Universal Hierarchy Node

地点
USA

状态
New Jersey

站点

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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