

## Associate Director, Incentive Compensation (1 of 2)

Job ID  
REQ-10047579

4月 17, 2025

USA

### 摘要

This position will be located at East Hanover HQ and will not have the ability to be located remotely. This position will require 10% travel as defined by business (domestic and/ or international). Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

As a pivotal leader within the Incentive Compensation team, the Associate Director of Incentive Compensation will play a crucial role in supporting the Sales Leadership team, Incentive Compensation, and CE Operations leadership to achieve key business objectives. This position entails comprehensive ownership of Incentive Compensation for assigned Therapeutic Areas, ensuring timely and high-quality delivery. The Associate Director will provide thought leadership and subject matter expertise, demonstrating strong technical and communication skills. Additionally, this role involves partnering with Field leadership, HQ leadership, stakeholders, and the team, while adhering to Novartis IC policies, including governance processes, legal and compliance guardrails, field motivation, and fiscal responsibility.

#LI-Onsite

## About the Role

### Key Responsibilities:

- Demonstrate thought leadership across the Incentive Compensation (IC) function, encompassing IC Design, IC Analytics, IC Operations, IC Communication, and IC Project Management Office (PMO). This involves providing strategic direction and innovative solutions to enhance the effectiveness and efficiency of the IC processes, ensuring alignment with organizational goals.
- Establish and maintain excellent relationships with HQ leadership, Sales leadership, stakeholders, and external partners to ensure seamless collaboration and alignment, including fostering strong partnerships, facilitating open communication, and building trust to achieve collective success in achieving business objectives.
- Design IC Plan options, presenting pros and cons, and making well-founded recommendations with clear rationale, requiring a thorough analysis of various IC plan alternatives, evaluating their potential impact, and providing insightful recommendations to guide decision-making.
- Develop IC performance KPIs for health checks and provide actionable insights from IC Plan performance evaluations by creating key performance indicators to monitor the health of IC plans, conducting regular evaluations, and delivering data-driven insights to inform strategic adjustments.
- Create innovative solutions to various IC challenges while ensuring compliance with Novartis policies which entails identifying and addressing complex IC issues with creative approaches, while rigorously adhering to established policies and regulatory requirements.
- Independently run IC modeling and simulation analytics, provide detailed technical guidance to the team, and review their work to ensure accuracy and quality. This includes performing advanced analytical tasks, mentoring team members on technical methodologies, and conducting quality control to maintain high standards.
- Engage with Sales Leadership Team to present IC recommendations, performance results, and insights, foster informed decision-making, and involves preparing and delivering comprehensive presentations to the Sales Leadership Team, highlighting key findings and strategic recommendations to support business goals.
- Collaborate within the IC team to enhance efficiency, effectiveness, motivation, learning, development, and retention, driving overall team success, including promoting a collaborative work environment, encouraging continuous improvement, and supporting the professional growth and retention of team members.

### Essential Requirements:

- Bachelor ' s degree in business, or related discipline.
- 8+ years of analytics experience in the pharmaceutical industry, including 4+ years in an IC role with excellent achievements.
- Strong functional and technical subject matter expertise in IC design, analytics, operations, processes, and business acumen.
- Robust solutioning skills with an innovative approach grounded in field optics and technical feasibility.
- Adherence to organizational policies, guardrails, ways of working, processes, and timelines.

- Hands-on technical skills in all aspects of IC, including the ability to run analytics (modeling and simulation) and generate insights.
- Strong knowledge of IC pharmaceutical data, including specialty and rare diseases, and familiarity with data suppliers such as IQVIA, Symphony, and specialty pharmacies.

Desirable Requirements:

- Knowledge of associated Sales Operations functions such as forecasting, sizing, targeting, alignment, and call planning.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$138,600 and \$257,400/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.

Company will not sponsor visas for this position.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

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](mailto: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  
Sales

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

[Apply to Job](#)



Job ID  
REQ-10047579

## Associate Director, Incentive Compensation (1 of 2)

[Apply to Job](#)

---

### Source URL:

<https://www.novartis.com.cn/careers/career-search/job/details/req-10047579-associate-director-incentive-compensation-1-2>

### List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <mailto:us.reasonableaccommodations@novartis.com>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/East-Hanover/Associate-Director--Incentive-CompensationREQ-10047579>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/East-Hanover/Associate-Director--Incentive-CompensationREQ-10047579>