

## Head - Incentive Compensation, US

Job ID  
REQ-10060311

9月 05, 2025

India

### 摘要

-Responsible for ensuring the successful implementation and execution of the Commercial Strategy; take full accountability for brand insight across regional organization, and provide strategic insights that share /develop brand strategy. -Working collaboratively with cross functional teams to synthesize findings into actionable insights . -Responsible for territorial marketing activities in order to optimize and customize brands promotion, strengthening implementation, coordination and execution of Field Force and KAM activities. -Responsible for identifying and retaining talent -Lead the development and implementation of standards to support quality and compliance

### About the Role

#### Key Responsibilities

- Analyze customer trends to generate actionable market insights
- Support brand teams in defining integrated insights and analytics plans

- Lead and mentor a high-performing team of Scientific Events professionals
- Develop and implement standards to ensure quality and compliance
- Align global, regional, and local scientific event activities
- Define team deliverables and monitor execution timelines
- Drive strategic projects focused on productivity and competitiveness
- Collaborate cross-functionally to enhance customer engagement strategies
- Ensure consistent execution of insights and analytics services
- Promote a culture of agility and innovation across teams

### Essential Requirements

- Demonstrated experience in cross-cultural environments and global operations
- Proven leadership in managing and developing high-performing teams
- Strong background in operations and process management
- Expertise in project management and stakeholder coordination
- Ability to build trust-based relationships with regional partners
- Proficiency in customer insights and data analytics
- Strategic thinking in digital marketing and media campaigns
- Fluency in English with excellent communication skills

### Desirable Requirements

- Experience in incentive compensation strategy within the pharmaceutical or healthcare industry
- Familiarity with global compliance standards and scientific event operations

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US

Business Unit  
Universal Hierarchy Node

地点  
India

站点  
Hyderabad (Office)

Company / Legal Entity  
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area  
Marketing

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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