

AD, Performance Reporting

Job ID
REQ-10062056

9月 16, 2025

USA

摘要

#LI-Onsite

About the Role:

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging superior data to identify actionable insights that drive enhanced performance. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting into the Dir, Performance Reporting, this role is responsible for supporting optimization of data collection and reporting workflows and creation of modern, user-centric reporting interfaces that enhance decision-making and drive operational excellence and innovation within the organization.

The AD, Performance reporting plays a pivotal role in supporting strategic initiatives and enhancing operational performance across the organization. By developing reports and dashboards tracking brand & portfolio performance, the AD ensures that data-driven insights are seamlessly integrated into business strategies. This role will closely partner with a variety of stakeholders, including Business Performance, NVS brand and functional teams and all the IDS functional teams.

This position will be located at East Hanover, NJ will not have the ability to be located remotely. This position will require 10% travel as defined by the business (domestic and/ or international).

About the Role

Key Responsibilities:

- Lead the development and delivery of performance reporting dashboards and analytics to support strategic decision-making across brands and functions (Customer Engagement, Patient Services, Medical, Market Access, Finance)
- Support product vision, roadmaps, optimizing utilization, and maintaining the delivery system for specific IDS HQ & Field reports, dashboards, etc.
- Support a clear narrative for functional business performance grounded in data and insights, considering current strategy and how it should evolve, owned by IDS functional partner
- Collaborate with cross-functional teams including developers, data scientists, UX designers including remote teams located internationally
- Collaborate with brand teams, functional teams (e.g., Medical, Patient Services, Market Access, Field, Finance), IDS teams and other NVS partners
- Collaborate with the Business Performance team to optimize data collection and reporting workflows and ensure data integrity and relevance
- Own and manage product backlog for all reporting tools, drive prioritization of enhancements and features in alignment with stakeholders
- Fully leverage GenAI in creation of modern performance reporting interfaces
- Identify and guide teams to streamline and automate data quality processes

What You ' ll Bring to the Role:

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

Novartis is seeking an individual with extensive experience in implementing relevant excellence metrics decided by IDS and Novartis functional leads to support strategic decision making within the pharmaceutical industry. They should have a proven track record in managing complex data reporting processes, crafting performance reports, and addressing diverse stakeholder needs. A commitment to fostering continuous improvement in reporting accuracy and efficiency, informed by data insights and industry trends, is vital to this role.

Essential Requirements:

- 6+ years of experience in functional excellence, business intelligence & reporting or analytics within the healthcare or pharmaceutical industry
- Proven experience in managing large-scale field reporting solutions for commercial and non-commercial pharma teams
- Commitment to enabling data-driven decision making throughout the organization

- Exceptional business acumen paired with a deep understanding of business dynamics in the context of the pharmaceutical industry
- Deep understanding of the pharmaceutical industry, including regulatory requirements related to reporting and compliance, and market dynamics.
- Expertise with user-centric design principles
- Strong knowledge and hands-on experience of US Pharma commercial data sources (IQVIA, Symphony, Claims, EMR, sales), Patient Services, Medical Affairs, Market Access
- Hands on experience on analytical tools (Python, Alteryx, Dataiku) and visualization platforms (PowerBI, QlikSense)
- Exceptional ability to build and maintain strong relationships with key stakeholders across various internal functions.
- Proven ability to identify and enhance reporting processes to improve accuracy and efficiency
- Proven track record of working within matrixed organizations on large, cross-functional teams and driving complex projects to successful completion.
- Strong analytical and problem-solving skills, with the ability to interpret complex data and deliver actionable insights.
- Excellent written and verbal communication skills, with the ability to tailor communication and convey insights effectively to diverse audiences.
- Experience in maintaining high-quality reporting standards and ensuring compliance with industry regulations and company policies.

Novartis Compensation Summary:

The salary for this position is expected to range between \$132,300.00 and \$245,700.00 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.

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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