

Director, Marketing Operational Change Strategy & Delivery

Job ID
REQ-10064146

10月 08, 2025

USA

摘要

#LI-Hybrid

Join Novartis as the Director, Marketing Operational Change Management and have the opportunity to lead the development/execution of a comprehensive change management practice within the US Integrated Marketing organization. This key role is responsible for driving the adoption of new technologies, processes, and ways of working across a globally distributed team focused on delivering US commercialization success. The Director will serve as a strategic partner to senior leadership, ensuring that change initiatives are aligned with business goals and executed with excellence, increasing efficiency and organizational transformation in a dynamic, matrixed environment.

This position will be based in East Hanover, NJ and will not have the ability to be located remotely. This position will require 5-10% travel as defined by the business (domestic and/or international). Please note that this role would not provide relocation, and only local candidates will be considered.

About the Role

Key Responsibilities:

Change Management Capability Leadership:

- Build and scale a change management capability tailored to marketing operations, leveraging internal models and proven-change management methodologies, defining the objectives, strategy, plan, and executional requirements, with clear KPIs and success metrics
- Lead a team responsible for delivering change initiatives related to digital transformation, process optimization, and capabilities enablement.
- Develop and implement change roadmaps, stakeholder engagement plans, and communication strategies that increase our efficiency, accelerate change adoption, and build curiosity in our community

Stakeholder Engagement & Communication:

- Serve as the primary liaison between marketing leadership, cross-functional partners, and global teams to ensure alignment, change governance, and transparency.
- Design and deliver executive-ready communications including change narratives, impact assessments, and value cases.
- Champion a culture of curiosity, change agility, and continuous improvement.

Team Leadership & Development:

- Lead a high-performing team across three verticals: Change Enablement, Curriculum Design & Delivery, Learning Operations. Provide coaching and development opportunities to build change capability across the organization, focusing on fundamentals while building toward best in class.

Operational Excellence:

- Partner with cross-functional teams to embed change management into core business processes, working across Agile & Waterfall project management methodologies.
- Monitor and report on change adoption metrics, risks, and mitigation strategies.
- Optimize processes, systems, artifacts, rituals and ways of working on regular cycles aligned with the organizational transformation strategy

Essential Requirements:

- Bachelor ' s degree required; Master ' s degree in Organizational Development, Business, or related field preferred.
- 10+ years of experience in change management, preferably within marketing or digital transformation environments.
- Proven experience leading global teams and managing across a portfolio of high-visibility initiatives.

- Strong knowledge of Learning Management Systems and enterprise change management tools and methodologies.
- Exceptional communication, facilitation, and stakeholder management skills.

Desirable Requirements:

- Certification in Prosci, ACMP, or equivalent change management methodology.
- Experience leading large teams in a matrixed organization with a global footprint and demonstrated ability to influence at all levels of the organization.

Novartis Compensation Summary: The salary for this position is expected to range between \$168,000 and \$312,000 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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