

Executive Director, Field Activation and Execution Excellence

Job ID
REQ-10065719

10月 29, 2025

USA

摘要

#LI-Remote

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 50% travel.

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

Company will not sponsor visas for this position.

As Executive Director of Field Activation and Execution Excellence, you 'll lead strategic initiatives and daily operations that elevate field-based organizations. You 'll guide expert teams in transformation, communications, and planning - ensuring their work aligns with enterprise priorities and is delivered with precision. Your role centers on setting a clear vision, fostering cross-functional collaboration, and turning big ideas into measurable impact. By championing operational discipline and embracing new

ways of working, you 'll help the organization thrive today and prepare for tomorrow.

About the Role

Key Responsibilities:

- Shape the vision and strategy for operating models and governance, ensuring teams have clear routines, decision-making paths, and accountability that foster alignment and operational excellence.
- Support teams in adopting and refining processes that help the organization run smoothly and stay focused on strategic goals.
- Empower teams to enhance business operations, optimize resources, and maintain daily discipline, with a strong emphasis on tracking and achieving key performance indicators.
- Foster a culture of continuous improvement by identifying and scaling best practices across the organization.
- Seamlessly integrate transformation efforts into everyday work, equipping teams to embrace and sustain new approaches.
- Turn enterprise goals into practical plans with clear milestones and success measures and monitor progress to ensure meaningful results.
- Guide internal communications to reflect organizational priorities and build engagement across teams.
- Prepare leaders for key forums and milestones, helping teams craft compelling narratives and materials that drive clarity and alignment.
- Lead the planning and execution of strategic meetings and leadership forums, ensuring agendas and outcomes are tied to priorities and tracked for impact.
- Advocate for smart use of technology in operations, encouraging teams to leverage digital tools, automation, and data insights to boost decision-making and performance.

Essential Requirements:

- Bachelor 's degree required from 4-year college or university.
- 10+ years ' experience leading enterprise-wide transformation within complex, matrixed environments, with a proven ability to embed new ways of working.
- Deep expertise in B2B engagement strategies, with a strong track record of managing cross-functional stakeholder relationships and delivering impactful outcomes.
- Demonstrated success in program and change management, including initiative tracking, milestone delivery, and driving cultural and operational shifts.
- Strong communication capabilities, with the ability to craft and deliver clear, compelling messages across diverse audiences and channels.
- Hands-on experience in business operations, including the design and implementation of governance frameworks and process improvements that enhance performance.
- Skilled in strategic meeting planning and execution, with a focus on aligning leadership forums to business priorities and fostering inclusive, high-performing teams.
- Advanced proficiency in digital tools and data visualization platforms (e.g., Power BI, Tableau), enabling efficient, insight-driven decision-making and operational transparency.

Desirable Requirements:

- Experience in regulated industries or complex B2B environments (e.g., pharmaceutical, biotech, technology, financial services, logistics).
- Familiarity with agile methodologies, transformation frameworks, and enterprise planning tools.

Novartis Compensation Summary:

The salary for this position is expected to range between \$225,400.00 and \$418,600.00 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
Remote, US

站点
Remote Position (USA)

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1
East Hanover (New Jersey), New Jersey, USA

Functional Area
Sales

Job Type
Full time

Employment Type
Regular

Shift Work
No

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