

AD, Integrated Field Execution Effectiveness

Job ID
REQ-10065981

10月 31, 2025

USA

摘要

Location:
#LI-Hybrid

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision-making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing in-sights and challenging ideas to empower smarter, data-driven decision-making. Reporting into the ED, Integrated Field Execution Effectiveness, this role is crucial in enhancing the performance and impact of the field force.

The AD, Integrated Field Execution Effectiveness plays an important role in conducting the analyses to identify key drivers to improve efficiency and effectiveness of the US field organization. By supporting the development and refinement of key performance indicators for segments the field force, they ensure the field is well-equipped to achieve engagement goals, educational objectives, appropriate patients on medicine, and ultimately US Commercial targets.

This position will be located at East Hanover, NJ and will not have the ability to be located remotely.

This position will require 15% travel as defined by the business (domestic and/ or international).”

About the Role

Key Responsibilities:

- Support a systematic, comprehensive evaluation of the effectiveness (performance) a given Novartis field team (Commercial, Medical, Novartis Patient Services, etc.)
- Review processes aimed at proactively uncovering key pain points and drivers of success at the field team level
- Implement local level opportunity identification process in partnership with Field organizations
- Provide field team leadership with relevant performance metrics and evaluations to enable responsive, strategic decision making
- Work to establish near-real time awareness of field team performance across their function
- Provide analytics on HCP, Account, & Medical Expert engagement to support their function
- Monitor field force adherence to internal tool (e.g., NBA / decision engine, interactive visual aids, etc) recommendations (e.g., HCP prioritization, call plans, follow-ups), comparing performance of high vs low adopters, etc.
- Identify potential threats and opportunities through proactive competitive benchmarking

Education: Bachelor’s degree in business administration, Marketing, Life Sciences, or a related field; an MBA or advanced degree is preferred

Novartis seeks an individual with extensive experience in the pharmaceutical or healthcare industry, with a strong understanding of field force operations and sales strategies. This individual should have a proven track record of leading and managing high-performing teams, with a focus on driving execution effectiveness and achieving strategic objectives. A strong analytical background is essential, with the ability to analyze complex datasets and derive actionable insights.

Essential Requirements:

- Minimum 6+ years of experience in the pharmaceutical or healthcare industry, with a deep understanding of field force operations and sales strategies
- Strong analytical skills with expertise in data analysis and interpretation to drive strategic decision-making and optimize field strategies
- Experience in developing and implementing key performance indicators (KPIs) to measure and enhance field force performance
- Demonstrated experience in managing field force activities, including engagement strategies, sample distribution, and adherence to internal tool recommendations
- Ability to provide data-driven coaching and develop feedback loops and incentive programs to improve field force performance
- Excellent communication skills, with the ability to present complex insights and strategies effectively to diverse audiences, including field leadership and internal stakeholders
- Proven ability to engage and collaborate with cross-functional teams, including medical,

- access, and commercial teams, to align strategies and initiatives
- Strong leadership skills in a team environment which requires negotiation, persuasion, collaboration, and analytical judgment; Ability to thrive in a fast-paced, dynamic environment and adapt to changing business needs and priorities

Novartis Compensation Summary:

The salary for this position is expected to range between \$152,600.00 and \$283,400.00 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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