

Director, Future Readiness (1 of 5)

Job ID
REQ-10066874

11月 14, 2025

USA

摘要

There are 5 Director, Future Readiness positions associated with this posting. The roles are as follow:

- Director, Future Readiness - Cardiovascular
- Director, Future Readiness - Immunology
- Director, Future Readiness - Renal/Rare Disease
- Director, Future Readiness - Oncology
- Director, Future Readiness - Radioligand Therapy

#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.

At Novartis, we're committed to transforming how we engage with customers to help improve and extend lives. The Director, Future Readiness, plays a key role in aligning long-term therapeutic strategies with innovative customer engagement approaches. This forward-looking partner works alongside sales leadership to shape models that support launches, lifecycle planning, and the broader brand vision. By bridging strategy with enterprise transformation, the role helps ensure our innovations reach customers in meaningful and lasting ways.

About the Role

Key Responsibilities:

- Collaborate with Therapeutic Area Heads, General Managers, and Brand Teams to shape future-ready customer engagement strategies that reflect each brand's patient-centered vision.
- Align engagement strategies with broader enterprise and therapeutic area goals to help bring innovative medicines to the right patients at scale.
- Champion modern engagement approaches by integrating digital, data, and technology into launch and go-to-market planning.
- Partner with the Launch Excellence team to influence launch strategies and drive strong market impact through tailored engagement capabilities.
- Use proven frameworks and tools to support teams in designing and executing launch excellence plans.
- Apply advanced analytics, AI insights, and real-time field feedback to continuously refine launch and engagement strategies.
- Stay connected to customers and external stakeholders to ensure strategies are grounded in real-world needs and informed by actionable insights.
- Continuously build future-ready skills in digital engagement, data science, agile ways of working, and technology adoption.
- Promote a culture of innovation and learning by sharing insights and best practices across teams.
- Serve as a trusted voice in enterprise forums, influencing decisions and driving adoption of new engagement models and technologies.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 8+ years' experience in pharmaceutical, biotech, healthcare, or tech-driven industries, with a focus on customer engagement, marketing, or field strategy. We also welcome candidates from other environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors.
- Proven success leading enterprise-level strategies, launch readiness, or go-to-market transformations in complex, matrixed environments.
- Strong track record of partnering with senior leaders across commercial, brand, and field

teams to shape strategy and drive execution.

- Deep understanding of customer engagement models and go-to-market design, with the ability to scale customer-first thinking.
- Skilled at navigating large organizations with agility and resilience.
- Exceptional communication and executive presence, with the ability to lead change and inspire alignment across diverse teams.
- Passion for innovation and continuous learning, with a future-focused mindset and comfort working in dynamic environments.

Desirable Requirements:

- Strategic and collaborative leader with a passion for shaping future-ready engagement models and driving enterprise transformation, even in ambiguous environments.
- Skilled in leveraging AI platforms and data visualization tools (e.g., Power BI, Tableau) to inform strategy, with a strong track record of using technology and analytics to create meaningful impact.

Novartis Compensation Summary:

The salary for this position is expected to range between \$185,500 and \$344,500 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
General Management

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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