

Director, Field Launch Excellence

Job ID
REQ-10066877

11月 14, 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.

The Director of Launch Excellence plays a key role in transforming launch strategies into smooth, field-ready execution that drives impact. This role partners closely with teams to ensure every launch is consistent, agile, and aligned with real-world needs. By bringing in field and customer perspectives early, they help shape frameworks that are both effective and sustainable. Leading a cross-functional team, they guide execution across therapeutic areas with clarity and purpose.

About the Role

Key Responsibilities:

- Lead the development of field execution plans that turn launch strategies into clear, actionable steps.
- Define readiness milestones and success metrics to ensure field teams are aligned, equipped, and confident at launch.
- Create structured feedback loops to gather field insights before, during, and after launches, driving continuous improvement.
- Collaborate with field teams to ensure launch strategies reflect real-world needs and market shifts.
- Partner across commercial, insights, and launch excellence teams to embed field execution into broader planning.
- Contribute to launch frameworks, playbooks, and governance models with a focus on field and customer engagement.
- Ensure customer-facing teams have the tools, training, and resources needed to deliver launch priorities effectively.
- Build scalable, repeatable launch readiness approaches that flex across therapeutic areas and product types.
- Apply lessons learned to refine future launches and embed best practices across the organization.
- Lead and develop a high-performing team, fostering a culture of collaboration, innovation, and operational excellence.

Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 8+ years ' experience in launch planning, field enablement, or commercial operations within pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams. We also welcome candidates from other complex sales environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors.
- Proven ability to translate launch strategies into effective field and customer engagement plans.
- Strong background in building scalable frameworks and readiness models across multiple launches.
- Experience leading cross-functional collaboration in matrixed organizations.
- Demonstrated success in developing and inspiring high-performing teams.
- Excellent communication, influence, and project management skills.
- Skilled in designing feedback loops and applying field insights to continuously improve launch execution.

Desirable Requirements:

- Experience working in healthcare or tech start-ups is a plus, especially in fast-paced environments where innovation, agility, and customer focus are key.

Novartis Compensation Summary:

The salary for this position is expected to range between \$185,500.00 and \$344,500.00 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
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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