

Sales Force Effectiveness Manager

Job ID
REQ-10067323

11月 23, 2025

India

摘要

- Drive projects to Novartis internal customers (country business units, analytics teams, regional marketing and sales teams) on various high complex field force consulting projects.
- Support the team in creating project proposals and managing project delivery end-to-end.
- Facilitate data enabled decision making for Novartis internal customers by providing and communicating qualitative and quantitative insights.
- Support FFO business by involving in various initiatives like knowledge sharing, on- boarding and training support of various associates.
- Support the team in all business-related tasks / activities, building process documentation and knowledge repositories.

About the Role

Location: Hybrid

About the Team:

As an integral part of the Business Service International, the team delivers comprehensive design and advisory solutions business stakeholders. We excel in crafting and deploying innovative go-to-market (GTM) strategies for sales, medical, access, and other organizations.

Our team offers a wide array of GTM and enterprise consulting solutions, including:

- Market identification
- Customer segmentation
- Omnichannel targeting strategy
- Field structure design
- Resource optimization
- Geography design analytics
- Talent placement
- Incentive design
- Tactic and execution effectiveness measurement

These services empower business leaders across the globe—field leaders, brand leaders, P&O leaders, and finance leaders—by leveraging robust consulting methodologies, profound functional and business expertise, data-driven analytics, and industry benchmarks.

We are dedicated to drive success through strategic recommendations and tailored solutions, ensuring that our internal business colleagues achieve their goals with precision and confidence.

Key Responsibilities:

- Co-leading and delivering consulting projects for customers, ensuring adherence to timelines and quality objectives in the following areas:
 - Commercial strategy design
 - Field Force sizing and structure (sales force, access, medical teams)
 - Optimal resource deployment, leveraging analytical tools & algorithms.
 - Segmentation, Tiering, Targeting and Call Plan design.
 - Incentive scheme design and payout calculation strategies
 - Ad-hoc projects based on local business challenges identified through assessments and / or benchmarking.
- Ensuring delivery of efficient and high-quality deliverables and, promotes synergy and best practice sharing among resources

- Ensuring exemplary communication with all stakeholders including internal associates, and clients through regular updates with focus on accomplishments, KPIs, best practices, staffing changes and key events
- Proactively strive for improvement in services, processes, and the way of working
- Working with extended BSI team to leverage any cross-functional synergies and drive integrated solutions
- Mentoring team members to support talent development across the wider team; developing and retaining talent.

Essential Requirements:

Education: Graduate degree is minimum, any certifications, diploma or degree in project and event management is a plus

Languages: Superior communication skills in English

Experience (5+ years) in commercial execution, functional consulting/business consulting or in pharmaceutical company

- Experience in co-leading project teams
- Past work reflects a track record of operational excellence in SFE and / or Business Analytics field
- Experience in working in a matrix and geographically dispersed environment
- Ability to engage senior stakeholders and influence strategic decision-making
- Should have an understanding of pharmaceutical business including its regulatory environment
- Strong analytical thinking with problem solving approach
- Should be customer service oriented
- Strong and proactive business results-focus, and proven ability to provide insights that increase productivity

Desirable Requirements

- MBA/ Postgraduate
- Knowledge of other in-scope country languages (German, Japanese as priority)

- Working knowledge of country organization, sales operational processes, practice areas, key issues and challenges.

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>

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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>

部门

International

Business Unit

Marketing

地点

India

站点

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Sales

Job Type
Full time

Employment Type
Regular

Shift Work
No

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Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.



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