

## Associate Director, U.S. Launch Excellence

Job ID  
REQ-10068036

12月 09, 2025

Mexico

### 摘要

Novartis is preparing to launch several innovative medicines in the U.S. across four therapeutic areas over the next five years. To drive successful launches, we are seeking an Associate Director to join the U.S. Launch Excellence Capabilities & Business Partnerships Team within the U.S. Launch & Portfolio Excellence Group. This role will lead and support priority projects to elevate Novartis' s launch capabilities to maximize patient impact and organizational success.

The Associate Director will primarily focus on building and enhancing digital solutions for knowledge sharing, onboarding & training, launch community building, and leading analyses to uncover key trends and insights to inform future priorities.

Key partners include Launch Excellence team members, launch teams, and digital/AI functional and technical partners. The position reports to the Executive Director, Launch Excellence, and can only be based in the countries noted, either remotely or at a local Novartis site (hybrid arrangement). Relocation is not provided. The position will require 15-20% travel as defined by the business (primarily to the U.S).

## About the Role

### Key responsibilities:

- Build, enhance, and maintain the Launch Excellence Knowledge Sharing and Training hub for the organization, using proven, innovative, and AI-enabled methods.
- Manage an efficient launch plan resource site for senior leadership.
- Work with Data Science to leverage AI to improve and speed up launch excellence knowledge sharing and application.
- Build smart launch excellence training and workshop resources to enable rapid onboarding of new launch team members.
- Support the planning and execution of annual launch community forums.
- Lead new projects defined by the Launch Excellence annual plan.

### Essential Requirements:

- Bachelor ' s degree: MBA preferred but not required.
- Minimum 5 years ' experience in biopharmaceuticals in brand strategy, marketing, and training. Professional agency experience in biopharmaceutical strategy, brand management, copy will be considered.
- Experience in developing digital solutions, intuitive websites, and elevating user experience. Experience applying AI-driven solutions.
- Strong project planning and execution skills - ability to independently develop project plans/briefs, and lead cross-functional project teams in a matrix environment to deliver results.
- Experience with test-and-learn approaches and rapid iteration
- Analytical skills and ability to navigate matrix organizations

### Desirable requirements:

- Experience in adult learning and training
- Experience in launch excellence
- Consulting experience

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>

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  
US

Business Unit  
General Management

地点  
Mexico

站点  
INSURGENTES

Company / Legal Entity  
MX06 (FCRS = MX006) Novartis Farmac é utica S.A. de C.V.

Functional Area  
Marketing

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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

## Accessibility and accommodation

Novartis is committed to work with and provide 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 [tas.mexico@novartis.com](mailto:tas.mexico@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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