

Director, Execution Excellence

Job ID
REQ-10072403

2月 27, 2026

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). The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 30% travel.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible to you.

Company will not sponsor visas for this position.

The Director, Execution Excellence leads a dedicated team responsible for bringing the Go To Market Transformation to life. This role ensures transformation efforts are delivered with clarity, scale, and strong alignment to future ready commercial models. Blending enterprise coordination, operational enablement, and cultural momentum, this position goes beyond traditional program management to drive meaningful and lasting change. The Director, Execution Excellence partners closely with Transformation Architects, Engagement Planning, Communications, and Business

Operations to embed future readiness principles across field operations and customer engagement.

About the Role

Key Responsibilities:

- Lead end to end planning and execution across multiple transformation workstreams, ensuring strong alignment to enterprise priorities and delivery of measurable outcomes.
- Partner across commercial, medical, digital, and operational teams to integrate efforts, break down silos, and accelerate enterprise wide impact.
- Embed future ready principles into field operations and execution frameworks to support adaptability, resilience, and sustained value creation.
- Design and implement scalable planning and delivery models that enable consistent execution, smart resource use, and strategic agility.
- Establish and track execution metrics that drive transparency, accountability, and continuous performance improvement.
- Translate insights into action, continuously raising the bar for delivery quality and operational excellence.
- Serve as a trusted thought partner to senior leaders, offering clear guidance on execution progress, risks, and enterprise readiness.
- Facilitate cross functional alignment to ensure teams remain focused on shared goals, outcomes, and priorities.
- Build and lead a high performing Execution Excellence team by fostering a culture of ownership, innovation, and continuous improvement.
- Champion talent development by empowering team members to lead with purpose and agility while establishing best practices that enable long term success.

Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 10+ years ' experience in program management, enterprise transformation, or strategic operations within pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors.
- Demonstrated ability to lead complex portfolios and guide high performing teams within a matrixed, global environment.
- Strong analytical, communication, and stakeholder partnership skills, with the ability to bring clarity across diverse audiences.
- Experience navigating transformation program management, governance models, and enterprise level delivery frameworks.
- Comfort working across both strategic and operational domains, collaborating seamlessly to move initiatives from vision to execution.
- Familiarity with agile ways of working, enterprise PMO tools, and transformation methodologies to support scalable and effective delivery.

Desirable Requirements:

- Brings a strategic mindset grounded in operational rigor, with the ability to navigate ambiguity and create clarity.
- Passionate about enabling enterprise transformation and advancing future ready engagement models that drive meaningful impact.

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

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

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69a974a532d9e655337319"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth < deviceWidth) { var config = { targetId:
"kalturaplayer69a974a532d9e655337319", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "playkit-js-transcript":{ position: "right", // Default: bottom;( ' left ', ' right', ' top ', 'bottom' ) to
enable transcript. expandMode: "over", // Default: alongside;( ' alongside', ' hidden ', 'over' )
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };
```

```
try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); setTimeout(() => {
setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {
players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {
players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause ===
'function') { otherPlayer.pause(); } })); }); } } catch (e) { console.error(e.message) }
```



VIDEO

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