

Associate Director , IC Design & Diagnostics

Job ID
REQ-10072669

4月 30, 2026

India

摘要

The Associate Director, IC Design & Diagnostics, is accountable for shaping and executing the strategic vision for Incentives Management across all our international markets with focus on key markets. This role demands deep technical expertise in Incentives Design, a sound understanding of end to end commercial operations, the ability to influence across geographies and make high-impact decisions that drive business performance.

The incumbent will lead multiple teams including delivery leads, subject matter experts and analysts, ensuring the design and delivery of scalable, data-driven Incentives design solutions that enhance field force motivation and effectiveness. The role will champion innovation, automation, operational excellence, and continuous improvement, while fostering a culture of accountability and capability development.

About the Role

Key Responsibilities

- Incentives Design and Governance Lead Design and implementation of effective incentive compensation plans that align with business objectives and drive desired behaviors.
- Leverage advanced analytical modelling and AI for IC design, target/quota simulations, and sales crediting.
- Maintain best-in-class repository of IC plans, be up to date with industry trends and best practices.]
- Partner with HQ based teams to refresh and publish IC guidelines globally. Ensure consistent and timely rollout of Incentives targets to the field
- Incentive Diagnostics & Reporting Perform health checks and diagnostics to ensure the integrity and effectiveness of incentive compensation programs
- Enable markets with diagnostic reports, insights and recommendation. Conduct above-country analytics to identify trends and opportunities for improvement in incentive compensation. Manage sales performance through strategic incentive compensation initiatives.
- Strategic & Cross Functional Responsibilities Partner with Business Excellences team in countries/regions and Field Performance Management team in HQ across Commercial, Finance, and Medical
- Provide Incentives advisory for GTM and launch initiatives. Collaborate with the Incentives Operations team to ensure flawless delivery Lead enterprise level capability building in Incentives. Support field transformation initiatives

Minimum Requirement

- 10+ years of experience in commercial operations within the life sciences or pharmaceutical industry
- At least 6 years leading IC design and diagnostics delivery for big Pharma
- Knowledge of commercial Sales and Rx data preferred.
- Knowledge of forecasting principles is desirable.
- Proven ability to lead cross-functional enablement strategies that align with enterprise-wide goals, particularly in matrixed, global environments.
- Deep understanding of data-driven IC design, IC analytics, IC diagnostics, and IC benchmarking
- Leadership and Oversight Demonstrated success in leading large teams, including direct and indirect reports, with a focus on capability building and performance management. Experience in governance and operational oversight, including operational excellence and innovation.
- Ability to influence and collaborate with senior stakeholders across enabler organizations and business units.
- Program and Change Management Strong background in program management, including the design and execution of transformation initiatives.
- Experience managing AI-related projects and integrating emerging technologies into business processes is increasingly valued.
- Managing scale and efficiency in delivering high quality services

Desired Requirement

- Familiarity with Rest of World (RoW) operations and the ability to tailor strategies across diverse markets, especially outside the US.
- Experience working with similar global service organizations is highly advantageous.

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 \(PDF 30 MB\)](#)

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

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
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'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
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(KalturaPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", //
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alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
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false, playlistEvents: false, castEvents: false } }; }
```

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kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
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