

## Associate Director, Execution Excellence (1 of 2)

Job ID  
REQ-10072709

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 10% 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 Associate Director, Execution Excellence plays a key role in bringing this vision to life by leading one of three strategic Horizons - Readiness, Reinvention, or Innovation - within our Go To Market transformation. This role brings together work across five future focused areas: Customer Archetypes & Targeting, Engagement Models, Role Design, Capabilities, and Metrics & Incentives. Through close partnership with Organizational and Therapeutic Area (TA) strategies, the Associate Director helps ensure alignment, momentum, and meaningful, measurable impact.

## About the Role

### Key Responsibilities:

- Lead the end to end orchestration of one strategic Horizon, shaping intent, defining outcomes, and guiding work through adoption and sustained impact.
- Maintain a clear, unified view of Horizon initiatives to ensure focus, momentum, and measurable value throughout execution.
- Bring together five core workstreams - Customer Archetypes & Targeting, Engagement Models, Role Design, Capabilities, and Metrics & Incentives - to enable cohesive, integrated delivery.
- Connect strategy to execution across functions, ensuring the transformation moves forward in a coordinated and meaningful way.
- Partner closely with Future Readiness leaders by Therapeutic Area to embed brand vision into Horizon priorities, designs, and releases.
- Establish continuous feedback loops with therapeutic areas, brands, and field stakeholders to inform prioritization and accelerate adoption.
- Leverage tools, dashboards, and insights to support data driven decision making and proactive course correction.
- Champion simplification and continuous improvement to increase focus, productivity, and value creation.
- Craft and share a compelling Horizon narrative that brings clarity to purpose, progress, and impact - tailoring communications for executive, cross functional, and field audiences while celebrating milestones and wins along the way.

### Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 8+ years ' experience in driving large-scale transformation, enterprise execution, or strategic operations in complex, matrixed organizations, 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.
- A proven track record of aligning executive priorities with cross functional delivery to achieve meaningful, measurable outcomes.
- Strong understanding of commercial operations, field engagement, and go to market transformation within complex organizations.
- Demonstrated ability to translate strategic intent into clear, structured, outcomes driven execution.
- Confidence navigating complexity, influencing at senior levels, and maintaining focus through ambiguity and change.
- Strong analytical and communication skills, with the ability to connect data, insight, and action in a clear and compelling way.
- Experience working with agile delivery approaches and digital tools that support transparency, adaptability, and continuous progress.

## Desirable Requirements:

- Demonstrated ability to bring multiple workstreams together into cohesive, outcome driven delivery - using clear frameworks, simple measures, and strong operating rhythms to sustain agility and impact.
- Proven success partnering with Therapeutic Area and brand leaders to connect strategy to execution and align transformation priorities with meaningful business outcomes.

## Novartis Compensation Summary:

The salary for this position is expected to range between \$152,600.00 and \$283,400.00 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](mailto: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("kalturaplayer69a6d0b406e28299962926"); 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 < originalWidthValue) {
var config = { targetId:
"kalturaplayer69a6d0b406e28299962926", provider: { widgetId: "1Qm7rm1pm", 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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