

Associate Director, Field Launch Excellence

Job ID
REQ-10072712

7月 10, 2026

USA

Available in: English

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, Field Launch Excellence partners with the Customer Engagement organization to bring an enterprise mindset to product launches, offering strategic guidance helping teams to launch with confidence and impact. Working closely with the Director, Launch Excellence and cross functional partners, this role helps translate launch needs into scalable implementation

approaches, tools, frameworks, and best practices that improve launch readiness and execution. The role collaborates with Customer Engagement leadership, Product, Data & Analytics, and Field Sales and Operations to deliver seamless, field ready launch experiences. Drawing on therapeutic area expertise in at least one of Novartis' key focus areas and deep launch experience, this individual synthesizes best practices, launch learnings, and field insights to inform clear, actionable paths forward.

About the Role

Key Responsibilities:

- Synthesize insights across therapeutic areas, internal roadmaps, customer perspectives, and the competitive landscape to evolve launch best practices, frameworks, and scalable capabilities for Customer Engagement.
- Build trusted partnerships across Product, Data & Analytics, Finance, Legal, Compliance, Marketing, and other matrix teams to enable effective field deployment through the right tools, technologies, and tactics.
- Champion the voice of the customer and the voice of the field by embedding real world insights into launch planning, innovation, and business priorities.
- Partner closely with Sales and Customer Engagement leadership during launch periods to address challenges, unlock opportunities, and identify scalable approaches that can be applied across products and Therapeutic Areas.
- Support the design and continuous evolution of launch acceleration strategies across Customer Engagement and the broader enterprise.
- Drive launch and operational excellence for priority brands while creating scalable standards, tools, and frameworks that elevate enterprise wide Customer Engagement performance.
- Apply industry and competitive expertise to assess market dynamics and understand their impact on product potential and pipeline strategy.
- Bring fresh thinking to enterprise performance KPIs, partnering with analytics to generate new insights into launch execution and early market uptake.
- Develop, communicate, test, and continuously improve repeatable, data informed launch best practices, tools, frameworks, and playbooks while balancing enterprise standardization with launch-specific needs.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 6+ years' experience in 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, especially where strong field leadership and customer engagement are central to success.
- 2+ years' experience supporting product launches, launch readiness, customer engagement, field execution, commercialization, or related business transformation initiatives within the life sciences industry.
- Ability to work independently while balancing multiple priorities, bringing strong attention to

detail, sound judgment, and follow through in a fast moving environment.

- Experience translating business needs into practical tools, frameworks, playbooks, workflows, dashboards, operating models, or other scalable business solutions.
- Experience analyzing complex information, connecting disparate inputs, and translating data into clear, actionable insights that tell a compelling story - both verbally and in writing.
- Proven success collaborating across cross functional, matrixed teams, building strong relationships, and delivering results through influence, partnership, and shared accountability.
- Strategic, data driven problem solver with project management experience, comfortable navigating ambiguity and turning strategy into thoughtful, timely execution.

Desirable Requirements:

- Experience with design thinking, workflow optimization, automation, artificial intelligence-enabled capabilities, or other approaches used to scale business processes and execution.
- Experience grounded in healthcare consulting, paired with meaningful time partnering with or supporting a sales organization - blending strategic insight with practical, field informed perspective.

Novartis Compensation Summary:

The salary for this position is expected to range between \$152,600 and \$283,400 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
Sales

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

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a51e7502a136401257566", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["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 }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { 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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =  
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a  
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to  
capture the player directly. thumbEmbedPromise .then(function(player) {  
window.kalturaPlayerVideos.push(player); // Notify kalturaDataLayer.js that a new player is ready so  
it can // attach custom event listeners immediately, regardless of when // the user clicked the  
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {  
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {  
console.error(e.message) }
```

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