NOVARTIS

Execution Excellence Head

Job ID
REQ-10073107

3月 09, 2026

Mexico

摘要

The Execution Excellence Head leads a neutral, cross - functional team to drive execution excellence by harmonizing standards, ensuring consistent and continuous improvement, and building future - ready capabilities across Commercial, Value & Access, and selected Medical Affairs areas (specifically Data, Analytics & Platforms and Capability Building), enabling data - driven decision - making and optimized resource allocation.

The Execution Excellence Head is accountable for harmonizing, integrating, continuously elevating execution excellence standards and enabling - capability processes across functional teams, while fully preserving the independence and boundaries of each function.

Location: M é xico City, CDMX
#LI-Hybrid

About the Role

Key Responsibilities:

Field Excellence: Strengthen field performance in Commercial and Value & Access by enabling data-driven decisions, optimizing territory structures, and aligning field resources with strategic brand cross functional priorities.

- Support the design and operationalization of field incentive schemes, Value & Access field metrics, territory structures, and field force sizing in alignment with internal/external benchmarking and continuous workforce planning perspectives (final accountability remains with TA and Value & Access leads)
- Implement balanced territory structures, revise territory maps, conduct rep placement analytics, and generate actionable insights while respecting functional boundaries.
- Recommend optimal field force size and organizational structure to support launch go - to - market models and Value & Access expert - engagement plans.

Integrated Insights: Act as a strategic partner to TA and Value & Access leads **by transforming data into actionable insights to execute launch plans, sustain brand performance, enhance Value & Access field metrics, inform market model consolidation and support decision making process in resource allocation & optimization, while preserving functional boundaries across Commercial and Value & Access.**

- Deliver integrated metrics and measurements, and strategic insights to guide decision-making.
- Partner with finance to generate the analytical insights and cross functional consolidation needed for business decisions, including brand performance, market modelling assumptions, assess growth opportunities and resources-workforce planning optimization.
- Lead market research planning including patient journey mapping, segmentation, and market sizing, medical, payers research, and competitive assessment.
- Conduct deep-dive analyses using internal & external data sources; manage external data strategy acquisition & liaise with external partners based on current/future needs, to enable strategic and operational insights generation, anticipation of trends for supporting better data-driven commercial and Value&Access decisions.
- Map competitive dynamics, industry evolution, healthcare system trends, and digital/technology developments for each TA and Value & Access team.

Data, Analytics & Platforms (DAP) : Localize and operationalize global digital strategy, delivering trusted technology platforms and data capabilities that enable informed, cross - functional decision - making

- Translate International Strategy to local strategy, drive standardization including tools/processes/data and maintain a federated, trusted view of business-critical data
- Define business rules for data processing and ensure end - to - end data quality across Commercial, Medical, and Access.
- Define and maintain data sources, processing and quality for commercial, medical and access BEST reporting
- Liaise with Integrated Insights to develop dashboards and reporting tailored to functional

needs
- Drive change management and ensure proper adoption of technology platforms and assets developed by International
- Enable tech readiness for global execution excellence initiatives (e.g. ICE, IMEx, IpEx, etc.)
- Manage AI products that enhance customer engagement and productivity
- Partner with Capability Building for strengthening technology, digital, AI savviness, skillsets and adoption.

Capability Building: Build and deploy industry - leading capabilities, incl. AI aligned with global strategy–across Marketing, Sales, Medical Affairs, and Value & Access to enhance performance and future - readiness, leveraging effective knowledge management.

- Assess capability needs across sales, marketing, medical and V&A in alignment with International global strategy/priorities, including building on outside in perspective of market context/trends in specific domains.
- Deploy and deliver strategic learning/curriculum programs tailored to country needs.
- Set standards for learning governance, measurement, and effectiveness.
- Execute/deliver global learning experiences and tools, in partnership with functional teams.
- Maintain effective partnerships with external vendors to ensure high - quality & efficient budget mngt for training local adaptions and/or deployment of globally developed materials/programs/curricula.

Customer Excellence: Serves as the **execution engine for integrated customer excellence** across commercial (Sales & Marketing), and Value&Access, ensuring launch readiness reviews are strategically planned and prepared, content is activated across channels, and customer engagement is orchestrated with precision.

- Ensure content readiness and activation across field technology platforms and channels.
- Validate customer journeys and guide omnichannel excellence.
- Coordinate congress logistics and vendor management.
- Lead local orchestration of strategy and co - define execution metrics.
- Implement frameworks to optimize promotional and access resource deployment.
- Drive implementation of ICE, IpEx, marketing excellence (process, quality of OneBrand plan, KPI, consistency, M&S spend etc) & launch excellence (quality, KPI and continuous improvement) - in alignment with respective functional strategy.

Essential Requirements:

- **Education:** University degree in business administration, Engineering, Bioscience ' s or related fields
- **Languages:** English. Country language desirable
- **Experiences:** Proven track-record of commercial management responsibility. Extensive (>12) years experiences in leadership positions within the pharmaceutical industry or related fields (FMCG, consulting). Solid track of change management projects and ability to influence without formal authority to drive change in complex organizations. Prior experiences across multiple pillars of execution excellence function and ability to partner effectively with subject matter experts and lead the cross-functional/neutral enabling unit.

- **Skills:** Strong business acumen of the pharmaceutical market with a holistic understanding of the commercialization lifecycle, from pre-launch to loss of exclusivity. Fundamental Understanding of the Medical Affairs/ Value & Access lifecycle, capabilities and platforms required. Advanced analytical and data interpretation skills, including market research, segmentation, and forecasting and ability to synthesize complex data and insights to inform strategic decisions. Expertise in digital transformation, technology adoption, and AI enablement. Strong project management and organizational skills. Experience managing through change, driving adoption of new technologies, and embedding new ways of working.

Commitment to Diversity & Inclusion:

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

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
General Management

地点
Mexico

站点
INSURGENTES

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

Functional Area
Marketing

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("kalturaplayer69b35fe761e8f817669403"); 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 var config = { targetId: "kalturaplayer69b35fe761e8f817669403", 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 } };

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VIDEO

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

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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 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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