Execution & Excellence Head

Job ID
REQ-10073681

3 10, 2026

Spain

The Execution & Excellence Head is a senior leadership role accountable for maximizing the value of Novartis' portfolio (from launch and priority brands to mature brands) by ensuring best in class execution across the commercial organization.

This role drives customer engagement excellence, field effectiveness, digital and data driven decision making, and the development of future ready capabilities. By translating strategy into impact, leading transformation initiatives, and fostering a culture of high performance and agility, the Execution & Excellence Head enables sustainable growth and consistent delivery of business priorities.

#LI-Hybrid

About the Role

Key Responsibilities:

- **Portfolio & Brand Execution:** Maximize top and bottom line performance and patient access for launch, priority, mature and in market brands through disciplined execution and lifecycle excellence.
- **Customer Experience & Engagement:** Design and execute integrated, TA specific customer experience and engagement strategies, including multichannel and outcome oriented solutions.
- **Field Excellence & Operations:** Drive field force effectiveness, field excellence, and operational rigor, harmonizing performance management and execution standards across therapeutic areas.
- **Digital Enablement:** Localize and implement global digital platforms and fit for purpose digital solutions to increase reach, engagement, and impact for priority brands.
- **Data, Analytics & AI:** Lead data strategy and governance (including AI enabled solutions) to embed data driven decision making and leverage internal and external partnerships.
- **Future Ready Capabilities:** Anticipate and build future commercial and field capabilities, including agile ways of working, experimentation, and new operating models.
- **Innovative Business Models:** Drive the development and implementation of innovative commercial and customer engagement models to sustain competitiveness.
- **Change & Transformation:** Lead change and transformation initiatives that improve execution quality, speed, and organizational effectiveness.
- **Cross Functional Leadership:** Act as an integrator across functions, influencing in a matrix environment to align priorities, resources, and execution outcomes.
- **Talent & Culture:** Build, engage, and develop diverse, high performing, agile teams, fostering a culture of accountability, continuous improvement, and delivery.

Essential Requirements:

- University degree in Business Administration, Life Sciences, Economics, Engineering, Data/Analytics, or a related field; an MBA or equivalent qualification in strategy, operations, or digital transformation is a strong advantage.
- Over 5 years of direct cross-functional people leadership experiences in complex and large teams (team of min. 10-20 people, manager of manager experiences), inspiring them to deliver growth/change.
- P&L Management: Proven experience delivering top and bottom line results, with accountability for mature brands and/or portfolio performance depending on market size and complexity.
- Demonstrated strategic thinking and successful leadership of large scale, diverse initiatives and projects, including the implementation of innovative customer engagement systems, solutions, and tools.
- Innovative Business Models: Proven experience developing and implementing innovative commercial and customer engagement models to drive sustainable growth.
- Experience adopting new technologies, with a solid understanding of digital trends, platforms, products, and data enabled solutions. Track record of leading change and transformation initiatives, embedding new ways of working and improving execution effectiveness.
- Substantial cross functional experience across two or more of the following areas: Marketing, Business Excellence & Execution, Value & Access, Consulting, Strategy, or Data & Analytics, gained in small to mid size markets, above country roles, or relevant experience outside the pharmaceutical industry.
- Fluent oral and written English and Spanish languages.

Commitment to Diversity and Inclusion:

Novartis is 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)

International

Business Unit
General Management

Spain

Barcelona Gran Vía

Company /Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

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("kalturaplayer69b24c9eb56e7019658341"); 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:
"kalturaplayer69b24c9eb56e7019658341", 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: "1dgfvmafo"}); 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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