

Field Excellence Associate

Job ID
REQ-10073705

3月 13, 2026

Colombia

摘要

Job Description Summary

In this role, you will play a critical part in strengthening field performance and commercial effectiveness through data driven insights and hands on execution. As a Field Excellence Associate, you will act as a trusted partner for the business, managing field force effectiveness topics end to end—from resource deployment and territory design to incentive models and performance analytics. By translating complex data into clear recommendations, you will help ensure that commercial strategies are effectively executed in the field, supporting sustainable growth and improved outcomes for patients.

About the Role

Job Title: Field Excellence Associate
Hybrid

Location: Bogota, Colombia

Key Responsibilities

- Manage field force effectiveness topics autonomously for the assigned area, ensuring alignment with commercial priorities.
- Provide strategic insights on field force size, structure, and deployment to support optimal resource allocation.
- Implement and monitor sales targets, call planning, segmentation, and target setting processes at pharmacy, account, and physician level.
- Design, implement, and monitor incentive schemes, including objective setting, reporting, and payout calculations.
- Act as the main point of contact for field force effectiveness analysis, delivering clear and actionable insights.
- Lead project management for specific initiatives and ad hoc analyses related to sales force effectiveness.
- Ensure high quality execution through robust analytics, CRM enablement, documentation, and knowledge sharing.

Essential Requirements

- Experience working within the pharmaceutical industry, ideally supporting field operations, commercial excellence, or analytics functions.
- Strong analytical skills to optimize field force performance, segmentation, targeting, and call planning through data driven insights.
- Hands on experience with customer relationship management systems, including data maintenance, field support, and user training.
- Ability to manage sales force effectiveness tools and translate system outputs into practical business recommendations.
- Proven capability to support go to market execution through performance analysis, incentive design, and resource allocation.
- Strong collaboration and communication skills, with the ability to work effectively across commercial, field, and access teams.

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部门

International

Business Unit

Marketing

地点

Colombia

站点

Bogota (Pharmaceuticals / GDD / NTO / CTS)

Company / Legal Entity

CO01 (FCRS = CO001) Novartis de Colombia S.A

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("kalturaplayer69b45968d474f592953088"); 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:
"kalturaplayer69b45968d474f592953088", 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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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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