

## Executive Director, Incentive Compensation

Job ID  
REQ-10075283

4月 06, 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 Executive Director, Incentive Compensation is an enterprise leader who shapes and delivers the next generation of incentive compensation strategy across U.S. customer facing organizations. This role is central to evolving incentive compensation from a legacy, process driven function into a modern, strategically aligned capability that motivates the right behaviors, reinforces commercial priorities, and builds trust with the field. The Executive Director owns the enterprise vision, governance, and operating model, ensuring clarity, consistency, and impact across the organization.

By balancing innovation with rigor and transformation with operational excellence, this leader helps ensure incentive compensation is both meaningful and effective.

## About the Role

### Key Responsibilities:

- Serve as the enterprise architect for incentive compensation, shaping a future ready strategy that aligns performance measurement and rewards with evolving commercial and customer engagement priorities.
- Partner closely with Sales Leadership, Therapeutic Area leaders, Finance, P&O, Legal, Compliance, and Technology to ensure incentive compensation is fair, compliant, scalable, and tightly aligned to enterprise goals.
- Position incentive compensation as a powerful strategic lever that drives the right behaviors and outcomes - not simply an administrative or transactional process.
- Lead the design and continuous evolution of incentive frameworks, ensuring alignment with field roles, portfolio needs, and go to market models.
- Own enterprise governance, including decision rights, documentation standards, change management, and escalation pathways, bringing clarity and confidence to stakeholders.
- Provide executive oversight of end to end incentive compensation delivery, ensuring accurate, timely, and trusted reporting and payouts across the field.
- Champion operational excellence by partnering with Sales Operations, Analytics, Finance, Data Enablement, and Technology to maintain a high quality, audit ready environment.
- Drive modernization of incentive compensation tools, platforms, and processes, increasing transparency, reducing manual effort, and improving speed and insight.
- Lead, develop, and inspire a high performing incentive compensation organization, fostering a culture of accountability, collaboration, and continuous learning.

### Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 10+ years ' experience of analytics experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams; including 6+ years ' experience in an Incentive Compensation role with excellent achievements. 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 leadership and customer engagement are central to success.
- Demonstrated experience leading enterprise scale incentive compensation strategy, design, and execution in highly matrixed organizations.
- Strong track record of partnering with senior commercial, finance, and functional leaders to shape strategy and deliver meaningful business outcomes.
- Proven success leading teams through transformation, modernization, and operating model evolution.
- Ability to attract, develop, and retain diverse talent while building high performing, engaged teams.
- Strategic and analytical thinker with strong cross functional leadership skills and experience

managing complex initiatives and budgets.

- Executive presence and systems thinking, with comfort navigating ambiguity while creating clarity, alignment, and momentum.

#### Desirable Requirements:

- Forward looking leader with deep expertise in incentive compensation governance, compliance, operational risk, and technology modernization, skilled at navigating complexity and creating alignment at scale.
- Recognized as a trusted, collaborative change leader with strong executive presence and a passion for shaping the future of customer engagement in healthcare.

#### Novartis Compensation Summary:

The salary for this position is expected to range between \$236,000.00 and \$439,400.00 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

Functional Area  
Sales

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
var config = { targetId: "kalturaplayer69d8bcf21e7e8390505681", provider: { widgetId:
"10m7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: {},
sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(KalturaPlayer.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 (KalturaPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible:
false }; } if (KalturaPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; }
if (KalturaPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(KalturaPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(KalturaPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents =
[]; if (KalturaPlayer.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 } }; }
```

```
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"}); } catch (e) { console.error(e.message) }
```

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