

## Field Excellence Sr Analyst

Job ID  
REQ-10075326

4月 09, 2026

Brazil

### 摘要

The Field Excellence Sr Analyst will support Brazil's Incentives and Field Force Execution agenda through robust data analysis, governance routines, and operational execution. The role partners closely with the manager and Business Unit stakeholders to ensure accurate incentive processes, performance tracking, and decision-ready insights, while aligning local execution with global methodologies.

### About the Role

#### Key responsibilities

- Supporting annual and quarterly quota setting processes through data preparation, analysis, validation, and documentation.
- Monitoring demand phasing and performance trends, providing routine insights and structured analyses to Business Unit stakeholders.

- Executing the end to end monthly incentives process, including calculations, eligibility checks, territory validation, reconciliation, and HR submission support.
- Preparing reports, dashboards, presentations, and materials for incentive discussions, governance routines, and committee meetings.
- Validating territory structures, incentive rules, and business logic to ensure accuracy and compliance.
- Maintaining data quality, historical integrity, and documentation standards across incentives and Field Force Execution datasets.
- Developing and enhancing automated trackers, reports, and dashboards using SQL and Power BI to enable data driven decision making.
- Ensuring local processes remain aligned with global methodologies while adapting analyses to Brazil ' s business needs.

## Essential requirements

- Strong analytical and quantitative skills, with high attention to detail and ownership of deliverables.
- Advanced proficiency in SQL and Power BI, including data modeling and dashboard development.
- Experience working with incentive processes, performance management, sales analytics, or field force effectiveness.
- Ability to translate complex data into clear insights and recommendations.
- Strong communication skills, with maturity to interface with business stakeholders, field teams, and international counterparts.
- Experience working in structured governance routines and cross functional environments.
- Fluency in Portuguese and working proficiency in English.

## Nice to have

- Experience supporting global or regional reporting structures.
- Previous exposure to pharmaceutical, healthcare, or highly regulated environments.
- Experience with automation, process improvement, or analytics standardization initiatives.

## 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?

Learn more: <https://www.novartis.com/about/strategy/people-and-culture>

## Commitment to Diversity & Inclusion

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve. We strive to create a workplace that

empowers people to unleash their full potential through collaboration, innovation, and mutual respect.

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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

Other

地点

Brazil

站点

Santo Amaro

Company / Legal Entity

BR03 (FCRS = BR003) NOVARTIS BIOCENCIAS S.A

Functional Area

Sales

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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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
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(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"]) {
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config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
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(KalturaPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
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config.plugins.googleTagManager.customEventsTracking.custom = [];
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false, playlistEvents: false, castEvents: false } }; }
```

```
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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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