NOVARTIS

Execution Excellence Head

Job ID
REQ-10077475

七月 30, 2026

Romania

摘要

#LI-Hybrid
Location: Bucharest, Romania

The Execution Excellence Head leads the enterprise-wide evolution of execution standards across the product lifecycle, from pre-launch through loss of exclusivity. The role supports the Country President, Finance, and P&O to drive business performance, medical and access outcomes, and future ambitions through data-driven decision-making, innovative go-to-market models, digital enablement, and future-ready capability building, while preserving strict functional independence and compliance standards.

About the Role

Key responsibilities

- Act as guardian of execution excellence by defining, harmonizing, and continuously evolving execution standards, processes, and ways of working across Commercial, Value & Access, and selected Medical Affairs areas while preserving functional independence.
- Lead a neutral, cross-functional execution excellence organization covering Field Excellence, Integrated Insights, Data, Analytics & Platforms, Capability Building, and Customer Excellence.
- Enable strategic decision-making through integrated insights, advanced analytics, market research, forecasting, and performance vigilance across the portfolio.
- Strengthen field excellence by optimizing territory design, incentives, sizing, resource allocation, and launch go-to-market models using data-driven recommendations.
- Localize and operationalize global digital and execution excellence strategies by deploying trusted data platforms, dashboards, AI-enabled solutions, and change management programs.
- Drive digital transformation and AI enablement to enhance customer experience, productivity, and effectiveness across Marketing, Sales, Medical, and Value & Access.
- Build and deploy future-ready capabilities and learning strategies, including AI, digital, and commercial skills, aligned with global standards and local needs.
- Serve as the execution engine for integrated customer excellence by orchestrating omnichannel engagement, content activation, launch readiness reviews, and execution metrics.
- Partner closely with Finance, P&O, Medical, Value & Access, Legal, and Supply Chain to optimize resource allocation, governance, compliance, and operational execution.
- Build and sustain a high-performance culture by leading, developing, and retaining talent, strengthening succession pipelines, and role-modeling Novartis leadership and ethical standards.

Requirements

- University degree in business administration, engineering, biosciences, or related field with extensive senior leadership experience in the pharmaceutical industry or related sectors; consulting background preferred; fluency in English required, local language desirable.
- Extensive experience in commercial and execution excellence leadership roles with a proven track record of driving business performance and transformation.
- Strong understanding of the full pharmaceutical commercialization lifecycle, from pre-launch to loss of exclusivity, including Medical Affairs and Value & Access models.
- Proven expertise in data, analytics, market research, forecasting, and translating complex insights into strategic decisions.
- Demonstrated leadership in digital transformation, technology adoption, and AI enablement at scale.
- Strong change management capability with the ability to influence without formal authority in complex, matrixed organizations.
- Excellent cross-functional leadership skills, partnering effectively with senior stakeholders including Country President and Business Unit Heads.
- Proven ability to build, inspire, and retain diverse, high-performing teams and succession pipelines across multiple disciplines.
- Strong project management, organizational, and execution skills with a focus on continuous improvement.
- High integrity, compliance-driven mindset with deep knowledge of industry regulations and local regulatory requirements.

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)

Primary location salary range
lei319,970.00 - lei594,230.00

部门
International

Business Unit
General Management

地点
Romania

站点
Bucuresti

Company / Legal Entity
RO07 (FCRS = RO007) NOVARTIS PHARMA SERVICES ROMANIA S.R.L

Functional Area

Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6ae19f2426d73066969108", provider: { widgetId: "10m7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop: false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [{ presets: ['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get: kPlayer.ui.components.Remove }] } }; // Check and add plugins only if they exist if (kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if (kPlayer.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 (kPlayer.plugins["preventSeek"]) { config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; } config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if (kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if (kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if (kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if (kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if (kPlayer.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 } }; }

// Ensure the global player registry array always exists, regardless of embed type. window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise = thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a

Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to capture the player directly. thumbEmbedPromise .then(function(player) { window.kalturaPlayerVideos.push(player); // Notify kaltura<u>d</u>atalayer.js that a new player is ready so it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', { detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) { console.error(e.message) }

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