

AD, Neuromuscular Field Trainer

Job ID
REQ-10077609

5月 08, 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 30% 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 Associate Director, Product & Disease Training leads the assessment, strategy, budgeting, and delivery of in market and launch training for the Spinal Muscular Atrophy portfolio within the Customer Engagement organization. This role brings cross functional voices together - partnering closely with Customer Engagement, Marketing, Operations, Patient Services, and other key stakeholders - to ensure training is thoughtfully designed, aligned, and impactful. With a strong focus on collaboration and clarity, this individual provides strategic oversight to ensure training curricula

effectively support teams and the patients they serve.

About the Role

Key Responsibilities:

- Lead the development and execution of a comprehensive product and disease training strategy, fully aligned with marketing positioning, brand priorities, and customer engagement goals.
- Partner closely with Customer Engagement, Marketing, and other customer facing teams to capture insights and integrate them into training plans and curriculum design.
- Collaborate with the Customer Engagement (CE) Skills Training team to refine and deliver new hire and ongoing training experiences that support readiness and long term success.
- Serve as an active member of product functional leadership teams, providing strategic input and training perspective across the organization.
- Lead the design and evolution of product training curricula by working cross functionally with internal partners and external vendors, ensuring content reflects market dynamics and learner needs.
- Conduct ongoing needs assessments using customer feedback, field insights, and subject matter expertise to continuously inform and strengthen training strategy.
- Ensure all training materials meet compliance, legal, and regulatory requirements and receive appropriate internal approvals.
- Develop and deliver national and district meeting content in partnership with brand teams to reinforce strategy, capability, and confidence.
- Drive sustainability and impact by defining metrics, tracking KPIs, and leveraging pre and post training insights in collaboration with Technology and Operations partners.
- Partner with Customer Engagement (CE) Operations to ensure customer facing associates

complete required product certifications and remain current on training expectations.

Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 6+ years of experience in sales training, with a strong track record of designing and delivering impactful learning experiences.
- 2+ years ' sales experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, technology, or B2B sectors, especially where strong field leadership and customer engagement are central to success.
- Recent experience applying AI enabled or innovative instructional design approaches to enhance learning effectiveness and engagement.
- Strong understanding of brand strategy and execution, paired with solid clinical and therapeutic knowledge.
- Demonstrated sales acumen and business mindset, with the ability to connect training outcomes to real world performance and results.
- Excellent communication, facilitation, problem solving, and influencing skills, with the ability to synthesize complex information into clear recommendations.
- Proven ability to lead through collaboration - building trust, influencing without authority, and thriving in large, cross functional teams.

Desirable Requirements:

- An advanced degree or continued learning that adds depth to scientific, clinical, or strategic

thinking.

- Experience supporting launch readiness or major business moments through education and enablement.

Novartis Compensation Summary:

The salary for this position is expected to range between \$152,600.00 and \$283,400.00 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 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
Finance

地点
USA

站点
Remote

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: "kalturaplayer69fe3be91ef67321894451", provider: { widgetId:
"1Qm7rm1pm", 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: "1dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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trainer

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