

## Associate Director, Delivery Enablement

Job ID  
REQ-10077626

5月 27, 2026

USA

### 摘要

#LI-Hybrid

If you thrive at the intersection of strategy, execution, and impact, this is your opportunity to shape how marketing comes to life. As an Associate Director, Delivery Enablement at Novartis, you will be the driving force behind operational alignment, delivery excellence, and continuous improvement—ensuring seamless end to end marketing planning and campaign execution across multiple brands or a Therapeutic Area. Serving as the trusted operational partner across Marketing, Finance, Procurement, IT, and centers of excellence, you 'll translate insights into smarter processes, stronger performance, and measurable results that elevate the entire marketing organization.

This position will be located in East Hanover, NJ and will not have the ability to be located remotely. This position will require up to 5% travel as defined by the business (domestic and/or international).

About the Role

## Key Responsibilities:

- Drive delivery excellence across assigned brands through integrated marketing planning and collaborative agency partnerships.
- Implement creative effectiveness and operational efficiency strategies that accelerate campaign execution and business impact.
- Act as change agent to embed new processes, standards, and ways of working across internal and external stakeholders.
- Serve as the primary operational partner, proactively resolving execution roadblocks and addressing marketing operations needs.
- Collaborate with Content Lab, MarTech, and Marketing Operations to operationalize platforms, processes, and creative strategies.
- Lead end-to-end marketing plan execution, ensuring on-time, high-quality delivery aligned with strategic objectives.
- Oversee scope, financial operations, and agency performance, ensuring clear deliverables, KPI adherence, and budget discipline.

## Essential Requirements:

- Bachelor ' s degree or MBA in a related field is required
- Minimum of five years of experience in Commercial Operations, Sales, or Marketing, with cross functional leadership experience in pharmaceutical, biotechnology, or consulting/agency settings, and demonstrated knowledge of pharmaceutical marketing technologies, CRM platforms, and compliant digital workflows.
- Led and implemented Commercial and/or Marketing Operations best practices, process, operating models & technology platforms standards for efficient operation in the pharmaceutical or consumer industry
- Proven track record in managing end-to-end marketing strategy and plan execution including campaign planning/execution, content development, approval deployment and optimization
- Experience in managing brand budgets and vendor financial compliance with defined standards and process
- Thorough knowledge and implementation experience of MLR standards and process to successfully support marketing execution
- Demonstrated experience in a networked organization with a high degree of cross-functional stakeholder management
- Experience in managing agencies, vendors, and third-party partners to drive process change,

accountable for projects delivered on time, within budget while ensuring quality

#### Desirable Requirements:

- Experience leading change management initiatives and driving adoption of new processes, standards, and operating models.
- Experience supporting or operating within a center of excellence model for marketing operations, content, or digital enablement.

#### Novartis Compensation Summary:

The salary for this position is expected to range between \$145,600 and \$270,400 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  
Marketing

地点  
USA

状态  
New Jersey

站点  
East Hanover

Company / Legal Entity  
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area  
Marketing

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
var config = { targetId: "kalturaplayer6a17f2eb939bc033709354", 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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