

## Manager - BSI Field Design Advisory

Job ID  
REQ-10078868

6月 22, 2026

India

Available in: English

### 摘要

-Act as a Sales Force Effectiveness business partner to the sales leaders by designing & implementing Sales Force Effectiveness deliverables including measuring product access and sales performance, Segmentation & Targeting, account planning, field force sizing, creating insights through market analytics. Contribute to the definition of a roadmap on how to excel through sales effectiveness and efficiency in the future. Track all relevant KPIs and sales performance in a standardized manner and be able to comply with future requirements of the market.

### About the Role

Role/Job Title: Manager, Field Design Advisory

Location: Hybrid

## About the Team:

As an integral part of the Business Service International, the team delivers comprehensive design and advisory solutions business stakeholders. We excel in crafting and deploying innovative go-to-market (GTM) strategies for sales, access, and other organizations.

Our team offers a wide array of GTM and enterprise consulting solutions, including:

- Market identification
- Customer segmentation
- Omnichannel targeting strategy
- Field structure design
- Resource optimization
- Geography design analytics
- Talent placement
- Tactic and execution effectiveness measurement

These services empower business leaders across the globe—field leaders, brand leaders, P&O leaders, and finance leaders—by leveraging robust consulting methodologies, profound functional and business expertise, data-driven analytics, and industry benchmarks.

We are dedicated to drive success through strategic recommendations and tailored solutions, ensuring that our internal business colleagues achieve their goals with precision and confidence.

## About the role

The purpose of the Manager role is:

- Drive projects to Novartis internal customers (country business units, analytics teams, regional marketing and sales teams) on various high complex field force consulting projects.
- Support the team in creating project proposals and managing project delivery end-to-end.
- Facilitate data enabled decision making for Novartis internal customers by providing and communicating qualitative and quantitative insights.
- Support FFO business by involving in various initiatives like knowledge sharing, on-boarding and training support of various associates.
- Support the team in all business-related tasks / activities, building process documentation and knowledge repositories.

## Key Responsibilities:

- Co-leading and delivering consulting projects for customers, ensuring adherence to timelines and quality objectives in the following areas:
- Commercial strategy design
- Field Force sizing and structure (commercial and other teams)
- Optimal resource deployment, leveraging analytical tools & algorithms.
- Segmentation, Tiering, Targeting and Call Plan design.

- Incentive scheme design and payout calculation strategies
- Ad-hoc projects based on local business challenges identified through assessments and / or benchmarking.
- Ensuring delivery of efficient and high-quality deliverables and, promotes synergy and best practice sharing among resources
- Ensuring exemplary communication with all stakeholders including internal associates, and clients through regular updates with focus on accomplishments, KPIs, best practices, staffing changes and key events
- Proactively strive for improvement in services, processes, and the way of working
- Working with extended BSI team to leverage any cross-functional synergies and drive integrated solutions
- Mentoring team members to support talent development across the wider team; developing and retaining talent.

#### Essential Requirements:

Education: Graduate degree is minimum, any certifications, diploma or degree in project and event management is a plus

Languages: Strong communication skills in English

Experience (5+ years) in commercial execution, functional consulting in a consulting or pharmaceutical company

- Experience in co-leading project teams
- Past work reflects a track record of excellence in SFE and / or Business Analytics field
- Experience in working in a matrix and geographically dispersed environment
- Ability to engage senior stakeholders and influence strategic decision-making
- Should have an understanding of Pharmaceutical business including its regulatory environment
- Strong analytical thinking with problem solving approach
- Strong and proactive business results-focus, and proven ability to provide insights that increase productivity

#### Desirable Requirements

- MBA/ Postgraduate
- Knowledge of other in-scope country languages (German, Japanese as priority)

- Working knowledge of country organization, sales operational processes, practice areas, key issues and challenges.

Why Novartis: Our purpose is to reimagine medicine to improve and extend people ' s lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You ' ll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity and Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>.

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 \(PDF 30 MB\)](#)

部门

International

Business Unit

Marketing

地点

India

站点

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Sales

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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"kalturaplayer6a4adc82842d2474833080", 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: "1dgvmafo"}});  
  // 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 kalturaDataLayer.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) }
```

## Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.india@novartis.com](mailto:diversityandincl.india@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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