

Execution Excellence Head

Job ID
REQ-10085025

8月 10, 2026

T ü rkiye

Available in: English

摘要

The Execution Excellence Head is responsible for leading and continuously evolving execution excellence across Novartis T ü rkiye. Reporting to the Country President, this role serves as a strategic partner to Commercial, Medical Affairs, Value & Access, Finance and People & Organization leadership teams to strengthen business performance, enable data-driven decision-making, advance digital transformation, and build future-ready organizational capabilities. The role leads a cross-functional organization encompassing field excellence, integrated insights, data, analytics & platforms (DAP), capability building, and customer excellence. It is accountable for harmonizing execution standards, driving continuous improvement, enabling strategic decision-making, and building the capabilities required to deliver sustainable business performance.

About the Role

Key Responsibilities

Field Excellence

- Lead field excellence initiatives that enhance organizational effectiveness and execution quality across Commercial and Value & Access.
- Support field force sizing, territory design, incentive framework implementation, workforce planning, and performance analytics.
- Generate actionable insights to optimize resource allocation, field deployment, and customer engagement models.
- Drive continuous improvement through benchmarking, performance measurement, and execution excellence standards.

Integrated Insights

- Partner with business leaders to generate strategic insights that support portfolio performance, launch readiness, resource optimization, and long-term business planning.
- Lead market research, forecasting, competitive intelligence, segmentation, patient journey analysis, and market modelling activities.
- Integrate internal and external data sources to identify opportunities, anticipate trends, and support strategic decision-making.
- Deliver meaningful business insights that translate into clear actions and measurable outcomes.

Data, Analytics & Platforms

- Lead the local deployment and adoption of global data, analytics, digital, and technology strategies.
- Ensure governance, quality, and reliability of business-critical data and reporting platforms.
- Advance digital capabilities that enable informed decision-making and operational excellence.
- Drive adoption of innovative technologies and AI-enabled solutions that improve organizational effectiveness and customer engagement.
- Partner across functions to strengthen digital, data, and technology capabilities throughout the organization.

Capability Building

- Define and implement capability-building strategies aligned with business priorities and global direction.
- Assess capability gaps and establish learning solutions that support the development of critical skills across the organization.
- Strengthen capabilities in areas including commercial excellence, digital transformation, analytics, technology, and AI.
- Establish standards, governance, and effectiveness measures for learning and development initiatives.
- Foster a culture of continuous learning and future readiness.

Customer Excellence

- Lead initiatives that strengthen customer engagement, omnichannel excellence, launch readiness, and execution quality.
- Ensure effective content activation across channels and field technology platforms.
- Support the implementation of customer-centric frameworks, processes, and performance standards.
- Drive continuous improvement of customer experience and execution effectiveness through data-driven approaches and best practices.
- Coordinate the local deployment of global execution excellence initiatives and capabilities.

People Leadership

- Lead, coach, and develop a high-performing multidisciplinary team.
- Build an environment that promotes collaboration, accountability, innovation, and continuous improvement.
- Develop organizational capabilities, succession pipelines, and future leaders.
- Influence and align diverse stakeholders in a complex matrix environment.
- Model Novartis Leadership Expectations and uphold the highest standards of ethics, integrity, and compliance.

Essential Requirements

Education

- Bachelor's Degree in Business Administration, Engineering, Life Sciences, or a related discipline, advanced degree preferred.

Experience

- Extensive senior leadership experience within the pharmaceutical industry, consulting, FMCG, or a related sector.
- Proven track record of commercial leadership and business management responsibility.
- Demonstrated success leading organizational transformation and change initiatives in complex environments.
- Experience working across multiple execution excellence disciplines and partnering with subject matter experts.
- Strong experience influencing senior stakeholders and driving cross-functional alignment.

Skills & Capabilities

- Strong business acumen and deep understanding of the pharmaceutical industry and commercialization lifecycle.
- Understanding of Medical Affairs and Value & Access operating models, capabilities, and platforms.
- Advanced analytical capabilities and the ability to translate complex data into strategic recommendations.
- Expertise in digital transformation, technology adoption, analytics, and AI enablement.

- Strong project management and organizational skills.
- Proven ability to develop talent and build high-performing teams.
- Excellent communication, stakeholder management, and influencing capabilities.
- High levels of agility, resilience, and adaptability in a dynamic environment.
- Strong understanding of industry compliance requirements and the local regulatory landscape.

Languages

- Fluency in English & Turkish

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

Sales

地点

Türkiye

站点

Istanbul Ataşehir

Company / Legal Entity

TR01 (FCRS = TR001) Novartis Sağlık, Gıda ve Tarım Ürünleri San. Ve Tic. A.Ş.

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a79fb0be9167691303625", 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_dataLayer.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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