

Commercial & V&A Field Excellence Manager

Job ID
REQ-10087915

9月 21, 2026

Spain

摘要

At Novartis, we are committed to reimagining medicine to improve and extend people's lives. As Commercial & Value & Access Field Excellence Manager, you will serve as a strategic partner to Commercial and Value & Access leadership teams, driving field force effectiveness through data-driven insights, analytics, customer engagement excellence, and resource optimization. You will play a critical role in enabling business performance by translating complex data into actionable recommendations and ensuring the effective deployment of systems, processes, and capabilities that support commercial success.

About the Role

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Key Responsibilities

- Partner with Commercial and Value & Access leaders to develop and implement Sales Force Effectiveness strategies that drive business performance and customer impact and data driven decision making.
- Lead segmentation and targeting initiatives, territory optimization, account planning processes, and field force resource allocation to maximize commercial effectiveness and field productivity
- Manage and continuously improve CRM systems, performance dashboards, AI-enabled and reporting tools, and analytics capabilities while ensuring data quality and adoption.
- Develop, maintain, and monitor key performance indicators (KPIs) to provide visibility into business performance and support informed decision-making.
- Generate actionable insights through market analysis, customer analytics, performance assessments and AI-enabled recommendations translating findings into strategic business decisions and measurable outcomes.
- Drive field force productivity through data-driven capacity planning, customer prioritization, call plan optimization, ROI analysis, and resource deployment strategies.
- Support product launches and post-launch effectiveness measurement through advanced analytics, customer insights, and reporting frameworks.
- Collaborate cross-functionally with Commercial, Value & Access, Finance, Marketing, Data & Analytics and Operations teams to ensure alignment and successful project execution.
- Prepare and present business performance updates, analytics findings, and strategic recommendations to senior leadership, enabling informed and timely decision making.
- Ensure accurate implementation of incentive compensation plans and support calculation, validation, and reporting processes.
- Support business projects involving resource allocation, organizational effectiveness, and commercial excellence initiatives.

Essential Requirements

- Bachelor's degree in Business Administration, Life Sciences, Economics, Data Analytics, or a related field.
- Several years of experience in Sales Force Effectiveness, Commercial Excellence, Business Analytics, Field Operations, or a related commercial function.
- Strong analytical skills with the ability to interpret complex datasets, leverage advanced analytics approaches and translate insights into strategic business actions.
- Experience working with CRM platforms, reporting tools, dashboards, and data visualization solutions.
- Demonstrated experience in segmentation, targeting, territory design, resource allocation, incentive compensation, and performance management.
- Advanced proficiency in Excel, Power BI, Tableau, or comparable analytics tools.
- Excellent presentation and stakeholder management skills with the ability to influence senior leaders.
- Strong project management capabilities with a proven ability to manage multiple priorities and deliver results.
- Fluent in English; additional local language skills are advantageous.

Desirable Requirements

- Experience within the pharmaceutical, healthcare, biotechnology, or life sciences industry.
- Knowledge of customer engagement models, AI-enabled commercial capabilities, market access dynamics, and omnichannel commercial strategies.
- Experience supporting product launch planning and commercial transformation initiatives.

Why Novartis?

Our purpose is to reimagine medicine to improve and extend people's lives. Joining Novartis means becoming part of a collaborative and purpose-driven organization where your work directly contributes to helping patients around the world.

You'll enjoy:

- Opportunities to work on meaningful projects with global impact.
- A collaborative and inclusive culture that values innovation and continuous learning.
- Professional development and career growth opportunities.
- A flexible, supportive work environment.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 45,600.00 - 65,100.00 - 84,600.00 EUR Annual

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create

a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

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
€ 45,600.00 - € 84,600.00

部门
International

Business Unit
Corporate & Division Services

地点
Spain

站点
Barcelona Gran V í a

Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmac é utica, S.A.

Alternative Location 1
Madrid Delegaci ó n, Spain

Functional Area
Sales

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6ab12ea539597096770850", 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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