NOVARTIS

Manager - IC Design

Job ID
REQ-10092577

十一月 19, 2026

India

摘要

Own the design and delivery of incentive compensation solutions for assigned US brands. Translate brand strategy into motivating, compliant and operationally practical plans, supported by rigorous analytics, clear communication and disciplined execution.

About the Role

Key responsibilities

1. IC design across the brand lifecycle

· Lead end-to-end design from business problem and design principles through simulation, recommendation, approval, implementation readiness and post-launch monitoring.

· Pre-launch: build design hypotheses with limited history; define success measures, scenario assumptions and adaptable options for uncertain uptake, access and territory potential.

· Launch: balance adoption, patient-impact measures, controllability, differentiation and simplicity; establish frequent monitoring and clear triggers for adjustment.

· Mature brands: assess effectiveness, refine measures and weights, manage lifecycle changes, reduce unintended behavior and simplify plans where complexity no longer adds value.

· Evaluate measures, weights, eligibility, thresholds, goals, pay curves, caps, gates, modifiers, contests and awards; document rationale, trade-offs and implementation requirements.

2. IC analytics and decision support

· Perform simulations, sensitivity tests and scenario analyses covering payout distribution, performance differentiation, affordability, volatility, fairness and behavioral risk.

· Lead health checks using goal attainment, payout dispersion, pay-for-performance alignment, outliers, geographic bias, stability and representative-level impact.

· Convert findings into recommendations, root causes and quantified alternatives; validate source data, business rules, assumptions and version control with data partners.

3. Stakeholder engagement and communication

· Lead working sessions with US business partners and present options, risks and recommendations in concise, decision-ready formats.

· Create executive-quality narratives explaining what is changing, why it matters, expected outcomes, trade-offs and decisions required.

· Surface unresolved choices early; document decisions, owners, dependencies and next steps.

4. Responsible AI enablement

· Implement governed AI use cases such as plan-option generation, scenario narration, anomaly detection, insight drafting, requirement summarization and quality-control support.

· Use human-in-the-loop validation against approved data, calculation logic, policy and business context before outputs inform decisions or stakeholder materials.

· Create reusable prompts, templates and review steps; monitor limitations and scale only proven use cases without weakening confidentiality, explainability or accountability.

5. Team guidance, mentoring and delivery leadership

· Guide analysts and senior analysts on design logic, analytical methods, stakeholder communication and quality standards; review work and provide timely, specific feedback.

· Mentor team members through regular coaching, stretch assignments and structured knowledge sharing; build confidence to independently own defined IC design modules.

· Set clear work priorities, roles, timelines and review checkpoints; remove delivery barriers and escalate material risks early.

· Capture lessons learned in playbooks, templates and reusable analytical assets that strengthen team capability across brands.

Required experience and qualifications

· Bachelor ' s degree in business, economics, statistics, analytics, engineering, life sciences or a related field; advanced degree is an advantage.

· Typically 7+ years of relevant experience, including hands-on US pharmaceutical or life-sciences IC design and analytics.

· Experience designing or materially improving plans across at least two lifecycle stages, with ability to apply the approach across pre-launch, launch and mature brands.

· Advanced Excel and presentation skills; working knowledge of SQL, Snowflake or comparable analytical environments preferred.

· Demonstrated ability to communicate complex choices clearly, guide junior colleagues and manage multiple workstreams with high quality.

Core capabilities and success measures

US IC design - Independently develops plan alternatives and connects mechanics to strategy and behavior.

IC analytics - Builds simulations and health checks, validates assumptions and turns analysis into recommendations.

Communication - Creates decision-ready narratives and facilitates productive stakeholder challenge.

AI enablement - Deploys human-validated, governed AI workflows that improve speed or quality.

Guidance and mentoring - Raises team capability through technical direction, quality review, feedback and coaching.

Delivery and risk - Delivers timely, implementation-ready recommendations with traceable controls and reduced rework.

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)

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US

Business Unit
General Management

地点
India

站点
Hyderabad (Office)

Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

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