

Associate Director, Field Medical Execution - Neuroscience

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REQ-10070275
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Испания
Available in: English

Сводка

The Associate Director, Field Medical Execution is a strategic, execution-focused role within IMACE, reporting to the Director, Field Medical Execution and is accountable for enabling high quality, data driven field medical execution across countries for an assigned therapeutic area (Neuroscience) by translating International Medical and TA strategy into practical plans, tools, and standards.

Partnering with countries, regions, IMA TA teams, and cross functional stakeholders, this role ensures aligned execution of field medical plans, drives adoption of core frameworks and platforms, and enables launch readiness and tracking via medical metrics (e.g., BEST). It also closes the loop between strategy and execution by translating data and country insights into actionable recommendations that refine medical plans, engagement approaches, and resource priorities.

#LI-Hybrid

About the Role

Key Responsibilities:

Field Medical Strategy & Execution

- Support aligned implementation of International Field Medical strategy across assigned TAs, ensuring country-level applicability.
- Drive country adoption of core field medical frameworks (iSEA, iSEC, IMEx, MEEP) to enable compliant, prioritized expert engagement.
- Support planning and execution, tracking of medical metrics (e.g., BEST) and launch/in-line execution activities.
- Strengthen insights management by enabling structured capture, synthesis, and upward flow of country field insights.

Platforms, Tools & Analytics Fluency

- Ensure alignment with brand strategy, scientific narrative, and medical frameworks while partnering with IMA TA and country field teams.
- Act as liaison with platform owners (e.g., CRM) to support system use, troubleshoot issues, and cascade training. Hands-on experience with CRM/field systems (e.g., Veeva) and analytics tools (e.g., Power BI), supported by strong analytical skills and comfort working with data.
- Promote embedding of IMACE standards through cross-functional collaboration and sharing of best practices across countries.
- Drive adoption of digital tools, dashboards, and standardized reporting to support data-driven execution and reduce manual workload.
- Identify capability gaps and contribute to capability-building initiatives in partnership with Scientific Learning & Capability teams.

Data, Analytics & Insights + Stakeholder Engagement

- Translate aggregated cross-country insights and medical metrics into actionable recommendations, ensuring compliant, high-quality execution.
- Demonstrated fluency in interpreting field medical metrics, dashboards, and customer insight data to inform operational decisions, identify opportunities, and drive continuous improvement.

Essential Requirements:

- Advanced degree in life sciences/healthcare (PhD, PharmD, MD) or equivalent experience in pharmaceutical/healthcare.
- Fluent oral and written English. Additional regional or local language are desirable.
- 5+ years of experience in pharmaceutical, healthcare, or life sciences organizations, with a substantial focus on Medical Affairs. Demonstrated field medical execution experience (e.g., MSL, MSL Manager, Field Medical Excellence roles).
- Demonstrated subject-matter expertise in Neurosciences, including both strong scientific/clinical knowledge and practical experience.
- Launch and in-line execution experience, contributing to launch readiness, content activation, and coordinated field medical activities across stakeholders.
- Hands-on experience implementing field medical frameworks (iSEA, iSEC, MEEP) at country/regional level.
- Strong digital and analytics capabilities with CRM/field systems and BI tools.
- Effective communicator and influencer with strong matrix collaboration, strategic thinking, and compliance and governance proficiency with a thorough understanding of internal and external ethical standards, medical compliance, and governance for Field Medical activities. Agile, strategic mindset with resilience, critical thinking, and a delivery-focused approach to continuous improvement.

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: €73,100.00 - 135,700.00

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/novartis_com/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.

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.

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

€73,100.00 - €135,700.00

Дивизион

International

Business Unit

Marketing

Место

Испания

Сайт

Madrid Delegación

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Alternative Location 1

Barcelona Gran Via, Испания

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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