

Execution Excellence Head

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Турция
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Сводка

The Execution Excellence Head is responsible for leading and continuously evolving execution excellence across Novartis Türkiye. 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 \(PDF 30 MB\)](#)

Дивизион

International

Business Unit

Sales

Место

Турция

Сайт

Istanbul Ataşehir

Company / Legal Entity

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

Functional Area

Маркетинг

Job Type

Full time

Employment Type

Regular

Shift Work

No

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