

# Field Excellence Manager

Job ID  
REQ-10088261  
сен 17, 2026  
Португалия

## Сводка

Are you passionate about transforming data into action, enabling high-performing teams, and driving operational excellence in a complex and fast-paced environment? At Novartis Portugal, we're looking for a Field Excellence Manager to play a pivotal role in strengthening data-driven and compliant field execution across our Commercial and Value & Access organizations. This is a unique opportunity to sit at the intersection of analytics, field operations, CRM enablement, incentives, and digital transformation.

## About the Role

### What you'll do

Own the end-to-end field incentive process, from analytics and performance measurement to governance, calculations, and continuous optimization, enabling high-performing field teams  
Drive territory design, call planning, and field force effectiveness  
Lead CRM and field platform enablement, including AI-powered capabilities  
Partner with Commercial, V&A, Finance, Integrated Insights, and DAP teams  
Simplify, automate, and continuously improve field execution processes

### What we're looking for

- 5–7 years' experience in Field Excellence, Commercial Operations, Sales Force Effectiveness, CRM, or advanced analytics
- Strong analytical mindset with the ability to translate insights into business impact
- Hands-on expertise in CRM platforms, incentive schemes, and field force operations
- Excellent stakeholder management and influencing skills
- Passion for continuous improvement, innovation, and digital transformation
- University degree in business, management, finance, engineering, life sciences, economics or a related field

**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  
General Management  
Место  
Португалия  
Сайт  
Sintra  
Company / Legal Entity  
PT05 (FCRS = PT005) PT Pharma  
Functional Area  
Маркетинг  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No

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