NOVARTIS

Associate Director, Field Execution Lead

Job ID
REQ-10077610
Окт. 02, 2026
США

Сводка

#LI-Remote

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 30% travel.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible to you.

Company will not sponsor visas for this position.

The Associate Director, Field Execution Lead plays a critical role within Field Operations Performance & Enablement, helping bring Therapeutic Area priorities, launches, and enterprise changes to life for the field – clearly, consistently, and at scale. Serving as the bridge between enterprise strategy and day to day field execution, this role provides clear ownership, early issue identification, and thoughtful decision making once initiatives move into action. Through close partnership with Therapeutic Area leaders, strategy teams, and enablement partners, the Field Execution Lead helps ensure strong execution health, shared accountability, and continuous improvement.

About the Role

Key Responsibilities:

- Own end-to-end execution for assigned Therapeutic Area(s), spanning steady-state operations, launches, and enterprise change initiatives.
- Serve as the single point of accountability for field execution once initiatives go live, ensuring priorities are delivered with clarity, sequencing, and follow-through.
- Monitor execution health and assess field readiness as initiatives move from deployment into sustained operation.
- Translate execution health signals into informed decisions and corrective actions using standardized business reviews (without owning data, dashboards, or reporting).
- Proactively identify risks, friction, or breakdowns and navigate timely escalation and resolution within established governance and decision pathways.
- Partner with planning, enablement, and infrastructure teams to ensure processes, tools, training, and sequencing are in place ahead of field deployment.
- Act as the primary execution partner to Therapeutic Area leadership, turning strategy into executable, field-ready work within a shared enterprise operating model.
- Capture insights and lessons learned from execution to continuously strengthen FOPE standards and reduce variability over time.
- Champion disciplined execution and contribute to the ongoing maturity and effectiveness of the field organization.

Essential Requirements:

- Bachelor’s degree required from 4-year college or university.
- 6+ years’ experience of commercial execution, field operations, launch management or complex enterprise delivery roles in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, technology, or B2B sectors, especially where strong field leadership and customer engagement are central to success.
- Demonstrated ability to lead and deliver execution outcomes in complex, multi-stakeholder, matrixed environments.
- Experience working within structured governance, operating rhythms, and clear decision frameworks to drive results.
- Strong judgment and communication skills, with the ability to turn execution insights into clear actions and informed decisions.
- Confidence operating in visible, change-intensive settings with shared accountability for outcomes.

Desirable Requirements:

- Experience supporting large, geographically dispersed field organizations, with an understanding of enterprise operating models and execution governance.
- A system-minded, disciplined executor who can navigate ambiguity, bring clarity to complexity, and drive outcomes without relying on heroic or ad-hoc coordination.

Novartis Compensation Summary:

The salary for this position is expected to range between $152,600 and $283,400 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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)

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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US
Business Unit
Sales
Место
США
Состояние
Remote, US
Сайт
Remote Position (USA)
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
Продажи
Job Type
Full time
Employment Type
Regular
Shift Work
No

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