

# Manager - BSI Field Design Advisory

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REQ-10078854  
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## Сводка

-Act as a Sales Force Effectiveness business partner to the sales leaders by designing & implementing Sales Force Effectiveness deliverables including measuring product access and sales performance, segmentation & Targeting, field sizing, account planning, creating insights through market analytics. Contribute to the definition of a roadmap on how to excel through sales effectiveness and efficiency in the future. Track all relevant KPIs and sales performance in a standardized manner and be able to comply with future requirements of the market.

## About the Role

**Role/Job Title: Senior Manager, Field Design Advisory (FDA)**

**Location: Hyderabad**

### About the Team:

As an integral part of the Business Solutions International, the FDA team delivers comprehensive design and advisory solutions for business stakeholders.

Our team offers a wide array of Field GTM and enterprise consulting solutions, including:

- Market identification
- Customer segmentation
- Omnichannel targeting strategy
- Field structure design
- Resource optimization
- Geography design analytics
- Talent placement
- Tactic and execution effectiveness measurement

These services empower business leaders across the globe—field leaders, brand leaders, P&O leaders, and finance leaders—by leveraging robust consulting methodologies, profound functional and business expertise, data-driven analytics, and industry benchmarks.

We are dedicated to drive success through strategic recommendations and tailored solutions, ensuring that our internal business colleagues achieve their goals with precision and confidence.

### About the Role:

In the FDA team, the senior manager role is pivotal in steering cross functional teams and harnessing talent to ensure flawless project execution. This role encompasses managing stakeholder relationships, pioneering innovative solutions, and delivering subject-matter expertise to bolster strategic decision-making and track customer satisfaction. The Senior Manager also collaborates with local support functions to swiftly resolve experience issues.

### Key Responsibilities:

- Tactic and execution effectiveness measurement
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- **Enterprise, cross-functional projects** guiding resource optimization decisions for function and brand leaders in alignment with brand strategy.
- **Launch excellence initiatives**, focused on designing optimal GTM field strategy for NVS new launches starting from Launch - 6 months (L-6).
- **Revisiting field strategy and defining change management plans** and execution for events such as field team mergers, team layoffs, LOE, external partnerships, etc.
- **Role design workshops** to identify needs, behaviors, and motivation factors of customers, developing appropriate roles, responsibilities, and strategic imperatives.
- **Deployment strategy for a range of field and HQ roles** including designing territories with optimal workload and potential, and consolidating local expertise through workshops with business leaders (EDs and VPs).
- **Ad-hoc analytics and strategy projects** addressing local business challenges identified through assessments and/or benchmarking.
- Ensure the timely delivery of efficient, high-quality outputs to business stakeholders, and promote synergy and the sharing of best practices among cross-functional teams.
- Maintain exemplary communication with all business stakeholders, including internal associates, leaders, and clients, through regular updates focused on achievements, KPIs, best practices, staffing changes, and key events.
- Support team operations by completing project documentation, post-project activities, and the creation of SOPs, along with ensuring compliance in Ops processes.

### Essential Requirements:

- A graduate degree in an analytical field/ business/ Life Sciences/ Medicine/ Science & Technology
- Experience (8+ years) in mgmt./business consulting projects for pharmaceutical companies
- Experience with commercial, medical, patient services and market access functions

- Experience (4+) in leading projects with cross-functional and cross-location associates
- Experience of working in a matrix and geographically dispersed environment
- Exceptional communications skills to engage senior stakeholders (ED & D) & influence decision-making
- Strong analytical thinking with excellent problem-solving approach and high learning agility
- Proactive and results-focused, with proven ability to provide insights to increase productivity

**Essential Skills:**

- Go-To-Market and field Strategy / Planning
- Business Consulting
- Cross-functional Understanding
- Stakeholder Management
- Account Management

**Desirable Requirements:**

- MBA/ Postgraduate in Marketing, Consulting or Analytics focused domains
- Knowledge of other in-scope country languages (German and Japanese), as advantage

**Why Novartis:** Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>.

**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

Marketing

Место

Индия

Сайт

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Продажи

Job Type

Full time

Employment Type

Regular

Shift Work

No

## Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.india@novartis.com](mailto:diversityandincl.india@novartis.com) 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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