

# Associate Director, Field Capability Development & Innovation

Job ID  
REQ-10072691  
апр 06, 2026  
CLJA

## Сводка

Location:  
#LI-Hybrid

### Job Description Summary

The Insights and Decision Science (IDS) team at Novartis is committed to driving business growth through advanced analytics, actionable insights, and innovative capability development. Reporting to the Director, Field Insights & Analytics – X Portfolio, the AD, Field Capability Development & Innovation leads the transformation of field orchestration and capability development, partnering across Field Insights & Analytics (FIA) pillars and IDS Capability Centers to deliver future-ready solutions. This role is pivotal in designing, implementing, and continuously improving end-to-end field analytics processes, leveraging advanced analytics, AI, and agentic capabilities to elevate operational excellence and field team effectiveness.

"This position will be located at East Hanover, NJ and will not have the ability to be located remotely. This position will require 15% travel as defined by the business (domestic and/ or international)

## About the Role

### Key Responsibilities:

### End-to-End Field Orchestration & Innovation

- Lead programs for end-to-end field orchestration of the future, collaborating with FIA pillars and IDS Capability Centers to define and deliver next-generation field capabilities.
- Own the detailed design requirements for field personas in future-state CRM, ensuring robust end-to-end field orchestration capabilities.
- Partner with cross-functional IDS teams (Data, Analytics & AI Products, AI & Innovation, CRM Strategy & Product Management) to drive AI-enabled field capabilities, such as smart call notes and intelligent workflow automation.
- Champion innovation in field operations, continuously seeking opportunities to leverage advanced analytics, AI, and agentic capabilities to transform workflows.

### Capability Development, Continuous Improvement & Operational Excellence

- Apply process engineering and agentic capabilities to drive continuous improvement across business processes, in partnership with IDS Capability Teams.
- Identify and enable function-specific capabilities for CE, NPS, Medical, and other field teams (e.g., NPS reporting & tools, Medical end-to-end process flow).
- Lead and advance cross-functional account planning capabilities and workflow optimization using AI-driven insights.
- Oversee end-to-end business process re-engineering to automate all field analytics processes, including call planning automation, quarterly territory refinements, field reporting data requirements, and system enhancements to support field capabilities.
- Define and deliver end-to-end business requirements to elevate field capabilities, including data requirements, ARDs, and supporting tools, leveraging advanced analytics and AI.

### Essential Requirements:

**Education:** Bachelor's degree required; Master of Science or MBA strongly preferred.

- **Minimum 6+ years of experience in the pharmaceutical, biotech, or healthcare industries with a focus on strategic insights, decision science, analytics, and AI/Machine Learning Product Development**
- Proven expertise in field analytics, process engineering, and AI-driven business process improvement.
- Demonstrated success in leading cross-functional teams and driving innovation in field orchestration and capability development.
- Strong background in integrating insights across diverse data sources and aligning them with business priorities.
- Excellent communication and collaboration skills, with experience influencing senior leadership and aligning teams around strategic goals.

### Desirable Requirements:

- Hands on experience developing agents, agentic flow, particularly in Microsoft Copilot Studio environment and Agentic Capabilities
- Cross-Functional Collaboration
- Data Science & Reporting Tools
- Operational Excellence
- Innovation & Change Leadership
- Account Planning & Workflow Optimization

### Novartis Compensation Summary:

The salary for this position is expected to range between \$152,600.00 and \$283,400.00 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](mailto: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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Functional Area  
Маркетинг  
Job Type  
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