Executive Director - Decision Science TA & Launch - Neuroscience

Job ID
REQ-10042004

2   28, 2025

USA

The ideal location for this role is East Hanover, NJ but a distant working arrangement may be possible in certain states. Distant workers are responsible
for the cost of home office expenses and periodic travel/lodging to East Hanover, NJ, as determined necessary by hiring manager.

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting into the Head of Decision Science, this role is crucial in enabling proactive and integrated insight-driven decision making for the business, addressing business problems, shaping strategy and implementing decision science through IDS capabilities.
The ED, Decision Science TA & Launch collaborates closely with SVP of their respective TAs to refine analyses and sharpen strategic recommendations, ensuring alignment with organizational goals. Acting as a central point of contact, this role facilitates seamless connectivity and collaboration across IDS functions, integrating and synthesizing insights to create robust action plans and strategic recommendations for TA portfolios.

About the Role

Major Accountabilities

- Synthesize and align insights from across IDS to enable smarter, data-driven decisions that address key TA business challenges and opportunities
- Drive early-stage asset strategy by delivering actionable insights and shaping direction in partnership with cross-functional stakeholders, pre-IPST (Integrated Product Strategy Teams) formation
- Elevate decision making across TAs by delivering integrated insights
- Collaborate with the SVP for each TA to further refine analyses & sharpen insights / recommendations
- Serve as POC to direct and connect business partners with IDS capabilities
- Drive prioritization of IDS efforts for the assigned therapeutic area, ensuring focus on high-impact opportunities
- Support prioritization of IDS efforts for a given TA across the many inbound requests
- Lead a team of Product Lead Decision Science that will serve as thought partner / challengers for established IPSTs
- Ensure strong collaboration and alignment among Product Decision Scientists within a TA and with delivery teams across IDS functions
- Develop skillsets of the Product Lead Decision Science, including sourcing and actioning feedback from business partners and IPST leads
- Shape workplan and deploy resources to generate analyses, incorporating into an integrated narrative

What you will bring to this role:

Novartis seeks an experienced, dynamic leader with a proven ability to synthesize and align insights to enable data-driven decision-making that addresses critical business challenges. The ideal candidate will have a deep understanding of therapeutic area strategy, including early-stage asset planning, launch readiness, and business development, with demonstrated success in shaping strategic direction in partnership with senior leaders. Expertise in leveraging integrated insights and prioritizing resources to deliver high-impact solutions is essential. This individual will excel at fostering collaboration across cross-functional teams, developing talent, and driving a culture of innovation and thought leadership. A commitment to delivering actionable insights that empower smarter decisions and advance organizational goals is vital to this role.

Additional qualifications are as follows:

Ten years of experience in the pharmaceutical, biotech, or healthcare industries, with a strong focus on strategic insights, decision science, and/or analytics

A bachelor's degree in business administration, Life Sciences, Data Science or a related field; an MBA or advanced degree is strongly preferred

Deep understanding of the therapeutic area landscape, including business development, launch planning, and early asset strategy.

Five plus years of domain expertise in these areas are highly desired: secondary data analytics, data science, primary market research, field analytics and insights, market access and patient service analytics, or other related strategic analytics and management consulting

Five plus years of people management experience. Proven track record of enabling data-driven decision-making at a senior leadership level, including addressing complex business challenges and shaping organizational strategy particularly in therapeutic areas.

Strong background in integrating insights across diverse data sources and aligning them with business priorities to drive impactful results.

Excellent communication skills, capable of effectively collaborating with senior leadership and aligning diverse teams around strategic goals.

Hands-on experience working with senior executives, such as SVPs or equivalent, to refine analyses, sharpen insights, and influence strategic recommendations.

Significant leadership experience, including managing and developing high-performing thought leaders and fostering a culture of innovation and collaboration.

Experience in leading cross-functional and matrixed teams, with demonstrated ability to collaborate across functions such as commercial, R&D, and medical affairs.

The pay range for this position at commencement of employment is expected to be between $214,900.00 and $399,100.00 a year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and

parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: https://talentnetwork.novartis.com/network

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

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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.

US

Business Unit
Universal Hierarchy Node

USA

New Jersey

East Hanover

Company / Legal Entity
UO14 (FCRS = USO14) Novartis Pharmaceuticals Corporation

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

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