Director, Enterprise Functional Excellence

Job ID
REQ-10047060

4月 02, 2025

USA

摘要

Location: East Hanover

About the Role:

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging superior data to identify actionable insights that drive enhanced performance. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting into the ED, Functional Excellence and Performance Reporting, this role is responsible for optimizing data collection and reporting workflows to create high-quality, user-centric reporting interfaces that enhance decision-making and drive operational excellence and innovation within the organization.

The Dir, Enterprise Functional Excellence plays a pivotal role in driving strategic initiatives and enhancing operational performance across the organization. By overseeing the development of functional excellence reports and dashboards, the Director ensures that data-driven insights are seamlessly integrated into business strategies. This role will closely partner with many stakeholders across the organization, including Business Performance, NVS brand and functional teams, and IDS

functional teams. The Dir, Enterprise Functional Excellence is also pivotal in managing special projects from the Office of the NVS US President, conducting strategic portfolio analyses to support enterprise goals.

This position will be located at East Hanover, NJ site 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:

- Own all Special Projects from the Office of NVS US President
- Support strategic portfolio level analysis across the IDS Enterprise & Pipeline team and/or required by Office of the NVS US President
- Monitor the preparation of functional excellence reports and analyses (e.g., Medical, NPS, Market Access, Field) that are relevant to IPST & MBR
- Serve as product owner accountable for establishing product vision, roadmaps, optimizing utilization, and maintaining the delivery system for specific IDS HQ & Field reports, dashboards, etc.
- Support the articulation of a clear narrative for functional business performance grounded in data and insights, considering current strategy and how it should evolve, owned by IDS functional partner
- Oversee communication with scrum, development, and support teams for these products, including remote teams located internationally
- Collaborate with brand teams, functional teams (e.g., Medical, NPS, Market Access, Field), IDS teams and other NVS partners
- Collaborate with the Business Performance team to optimize data collection and reporting workflows and ensure data integrity and relevance
- Implement consistent standards in the Performance Vigilance ecosystem across reporting, communication, processes, and meetings (Performance Pulse, Monthly Business Review, etc.)
- Implement comprehensive reporting strategies including standardized templates and automated dashboards to ensure consistent data presentation across functions
- Fully leverage GenAI in creation of modern performance reporting interfaces
- Ensure user-centric design principles are being followed in all reporting interfaces
- Establish proactive QC of all reporting interfaces

What You'll Bring to the Role:

Education: Bachelor's degree in related field is required; Master of Science and/or MBA preferred

Novartis is seeking an individual with extensive experience in implementing enterprise-level functional excellence initiatives to support strategic decision making within the pharmaceutical

industry. They should have a proven track record in managing complex data reporting processes, optimizing workflows, and addressing diverse stakeholder needs. A commitment to fostering continuous improvement in reporting accuracy and efficiency, informed by data insights and industry trends, is vital to this role.

Essential Requirements:

- Minimum 8 years of experience in functional excellence, data reporting and analytics within the healthcare or pharmaceutical industry
- Commitment to driving and enabling data-driven decision making throughout all levels of the organization
- Exceptional business acumen, paired with a deep understanding of business dynamics in the context of the pharmaceutical industry
- Deep understanding of the pharmaceutical industry, including regulatory requirements related to reporting and compliance, and market dynamics.
- Expertise with user-centric design principles
- Strong knowledge of US Pharma Patient Services, Medical Affairs, Market Access as well as Sales & Marketing
- Exceptional ability to build and maintain strong relationships with key stakeholders across various internal functions.
- Proven ability to identify and enhance reporting processes to improve accuracy and efficiency
- Ability to develop insights into potential risks and opportunities, aligning with organizational goals and driving strategic recommendations.
- Proven track record of working within matrixed organizations on large, cross-functional teams and driving complex projects to successful completion.
- Strong analytical and problem-solving skills, with the ability to interpret complex data and deliver actionable insights.
- Excellent written and verbal communication skills, with the ability to tailor communication and convey insights effectively to diverse audiences.
- Experience in maintaining high-quality reporting standards and ensuring compliance with industry regulations and company policies.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between $185,500.00 and $344,500.00/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.

部门
US

Business Unit
Universal Hierarchy Node

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

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