

## Executive Director, Future Go-to-Market (GTM) Transformation

Job ID  
REQ-10065717

1月 16, 2026

USA

### 摘要

#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 50% 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 Executive Director of Future Go-to-Market (GTM) Transformation leads the vision and activation of Novartis' next-generation Go-to-Market engagement model. This role guides a dynamic team of Directors, each driving a key workstream - from customer targeting and engagement to field role design and future capabilities. Together, they shape a unified, customer-centered approach that aligns with brand priorities and commercial goals across therapeutic areas. As the central connector, this leader fosters collaboration, governance, and innovation to bring future-ready Go-to-Market

strategies to life.

## About the Role

### Key Responsibilities:

- Design the future-state Go-to-Market (GTM) model for Novartis, ensuring it reflects customer-centric thinking, system-wide integration, and alignment across all therapeutic areas.
- Turn strategic vision into clear, scalable action plans across five transformation domains: customer targeting, engagement models, field role design, capabilities, and metrics.
- Align Go-to-Market transformation efforts with brand strategy, therapeutic area goals, U.S. commercial priorities, and customer engagement objectives.
- Lead and support five Director-level workstream leaders, fostering clarity, ownership, and collaboration across initiatives.
- Build strong governance practices, track milestones, and ensure seamless cross-functional coordination.
- Collaborate with senior leaders in Medical, Market Access, Marketing, People & Organization, and Strategy to co-create and embed transformation efforts.
- Represent Go-to-Market transformation in enterprise-wide forums, promoting transparency and connection between field teams and headquarters.
- Engage stakeholders across the organization to build understanding, drive adoption, and sustain momentum for change.
- Guide the development, testing, and scaling of new Go-to-Market models that respond to evolving market needs and customer expectations.
- Inspire a culture of innovation, teamwork, and customer focus - encouraging bold ideas and breakthrough results.

### Essential Requirements:

- Bachelor ' s degree required from 4-year college or university.
- 10+ years ' experience in life sciences, healthcare, technology, or other complex business-to-business (B2B) industries.
- Deep knowledge of commercial strategy, enterprise transformation, or Go-to-Market (GTM) design.
- Proven ability to attract, grow, and retain diverse talent while building high-performing, inclusive teams.
- Strong cross-functional leadership and collaboration skills across varied teams and stakeholders.
- Strategic thinker with sharp analytical skills and experience leading major initiatives and managing budgets.
- Successful track record of driving changes in matrixed, regulated environments with solid operational and financial acumen.

### Desirable Requirements:

- MBA degree, with experience in regulated or complex business-to-business (B2B) industries

such as but not limited to pharmaceuticals, biotechnology, technology, financial services, or consulting.

- Familiarity with agile methodologies, transformation frameworks, and enterprise planning tools that support scalable change.

#### Novartis Compensation Summary:

The salary for this position is expected to range between \$204,400 and \$379,600 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.

部门  
US

Business Unit  
General Management

地点  
USA

状态  
Remote, US

站点  
Remote Position (USA)

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

Alternative Location 1  
East Hanover (New Jersey), New Jersey, USA

Functional Area  
Sales

Job Type  
Full time

Employment Type

Regular

Shift Work

No

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaPlayer6982150e0cc19394609979"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth < originalWidthValue) {
  var config = { targetId:
    "kalturaPlayer6982150e0cc19394609979", provider: { widgetId: "10m7rm1pm", partnerId:
    "2076321", uiConfd: "55802022" }, playback: { autoplay: false, autopause: false,
    allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
      disable: true }, "playkit-js-transcript": { position: "right", // Default: bottom; ('left', 'right', 'top', 'bottom')
      enableTranscript: true, expandMode: "over", // Default: alongside; ('alongside', 'hidden', 'over')
      expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
      true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
      components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
      'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
      KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
      false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
      position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
      js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
      config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
      config.ui.uiComponents = []; config.plugins.googleTagManager = {};
      config.plugins.googleTagManager.customEventsTracking = {};
      config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
      config.plugins.googleTagManager.customEventsTracking.custom = [];
      config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
      false, playlistEvents: false, castEvents: false } };
    }
  }
}
```

```
try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); setTimeout(() => {
  setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {
  players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {
    players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause ===
    'function') { otherPlayer.pause(); } }); })); } } catch (e) { console.error(e.message) }
}
```



## VIDEO

Job ID  
REQ-10065717

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