

## Associate Director , IC Design & Diagnostics

Job ID  
REQ-10072669

4月 30, 2026

India

### 摘要

The Associate Director, IC Design & Diagnostics, is accountable for shaping and executing the strategic vision for Incentives Management across all our international markets with focus on key markets. This role demands deep technical expertise in Incentives Design, a sound understanding of end to end commercial operations, the ability to influence across geographies and make high-impact decisions that drive business performance.

The incumbent will lead multiple teams including delivery leads, subject matter experts and analysts, ensuring the design and delivery of scalable, data-driven Incentives design solutions that enhance field force motivation and effectiveness. The role will champion innovation, automation, operational excellence, and continuous improvement, while fostering a culture of accountability and capability development.

### About the Role

Key Responsibilities

- Incentives Design and Governance Lead Design and implementation of effective incentive compensation plans that align with business objectives and drive desired behaviors.
- Leverage advanced analytical modelling and AI for IC design, target/quota simulations, and sales crediting.
- Maintain best-in-class repository of IC plans, be up to date with industry trends and best practices.]
- Partner with HQ based teams to refresh and publish IC guidelines globally. Ensure consistent and timely rollout of Incentives targets to the field
- Incentive Diagnostics & Reporting Perform health checks and diagnostics to ensure the integrity and effectiveness of incentive compensation programs
- Enable markets with diagnostic reports, insights and recommendation. Conduct above-country analytics to identify trends and opportunities for improvement in incentive compensation. Manage sales performance through strategic incentive compensation initiatives.
- Strategic & Cross Functional Responsibilities Partner with Business Excellences team in countries/regions and Field Performance Management team in HQ across Commercial, Finance, and Medical
- Provide Incentives advisory for GTM and launch initiatives. Collaborate with the Incentives Operations team to ensure flawless delivery Lead enterprise level capability building in Incentives. Support field transformation initiatives

#### Minimum Requirement

- 10+ years of experience in commercial operations within the life sciences or pharmaceutical industry
- At least 6 years leading IC design and diagnostics delivery for big Pharma
- Knowledge of commercial Sales and Rx data preferred.
- Knowledge of forecasting principles is desirable.
- Proven ability to lead cross-functional enablement strategies that align with enterprise-wide goals, particularly in matrixed, global environments.
- Deep understanding of data-driven IC design, IC analytics, IC diagnostics, and IC benchmarking
- Leadership and Oversight Demonstrated success in leading large teams, including direct and indirect reports, with a focus on capability building and performance management. Experience in governance and operational oversight, including operational excellence and innovation.
- Ability to influence and collaborate with senior stakeholders across enabler organizations and business units.
- Program and Change Management Strong background in program management, including the design and execution of transformation initiatives.
- Experience managing AI-related projects and integrating emerging technologies into business processes is increasingly valued.
- Managing scale and efficiency in delivering high quality services

#### Desired Requirement

- Familiarity with Rest of World (RoW) operations and the ability to tailor strategies across diverse markets, especially outside the US.
- Experience working with similar global service organizations is highly advantageous.

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 \(PDF 30 MB\)](#)

部门

International

Business Unit

Marketing

地点

India

站点

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
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'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
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false, playlistEvents: false, castEvents: false } }; }
```

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kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
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