NOVARTIS

Director, Implementation & Adoption Business Partner (Multiple Positions)

Job ID
REQ-10086157

十月 26, 2026

USA

摘要

#LI-Hybrid

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

Imagine shaping how transformation comes to life across one of the world's leading medicines companies. As a Director, Implementation & Adoption Business Partner, you will play a critical role in turning bold transformation ambitions into sustainable business outcomes. Partnering directly with Engine teams and business leaders, you will embed adoption, readiness, and implementation strategies from the earliest stages of solution design through deployment and stabilization. This is a unique opportunity to influence how people, processes, technology, and ways of working evolve across Novartis, helping leaders and teams embrace change, accelerate value realization, and build lasting capabilities that improve the lives of patients worldwide.

About the Role

Key Responsibilities:

- Partner with transformation teams to embed adoption and implementation considerations from design through deployment.
- Assess change and stakeholder impacts, behavioral shifts, readiness needs, and adoption metrics and risks across business functions.
- Develop and lead implementation and adoption plans, driven by expected outcomes and key conditions to enable success, behavioral changes required, key interventions/actions, evolution of roles & responsibilities, training/upskilling requirements, communications.
- Align deployment and change management activities across business, technology, people, learning, communications, and operational teams.
- Equip leaders, sponsors, and champions with tools and strategies to drive successful change adoption.
- Monitor readiness, adoption, usage, and feedback to identify barriers and accelerate business outcomes.
- Lead interventions to address risks, remove obstacles, and support sustainable post-launch adoption.
- Capture lessons learned and develop reusable adoption practices to strengthen future transformation initiatives.

Essential Requirements:

- **Education:** Bachelor's degree in business, organizational development, psychology, communications, HR/P&O, healthcare, life sciences, or related discipline required. Master's degree or certification in change management, organizational development, communications, design thinking, Agile change, Prosci/ADKAR, CCMP, or Lean preferred
- 8+ years of experience in change management, implementation, adoption, transformation delivery, organizational effectiveness, consulting, commercial operations, or digital/business transformation.
- Experience in pharma, biotech, healthcare, consulting, or technology-enabled transformation, especially commercial transformation, field deployment, workflow redesign, AI/digital tool adoption, or new ways of working.
- Experience converting future-state designs into practical implementation and adoption plans with owners, milestones, readiness criteria, stakeholder impacts, leadership actions, local deployment requirements, and sustainment measures.
- Experience facilitating change management assessments and developing successful readiness and adoption plans, leveraging innovative tools and embedding AI, where possible, to simplify and accelerate outcomes.
- Experience working directly with and influencing sponsors, people leaders, functional teams, product/technology teams, P&O, communications, learning, controls, and external partners.
- Ability to identify adoption risks early, translate evidence into interventions, and escalate barriers related to leadership, capability, process, policy, controls, capacity, or ownership.
- Exceptional executive and frontline communication skills, with the ability to tailor adoption plans by audience while preserving transformation intent.

Desirable Requirements:

- Experience with role-based learning, sponsor coaching, readiness measurement, adoption analytics, and stabilization after launch
- Experience operating as an embedded business partner rather than a downstream communications or training resource

Novartis Compensation Summary:

The salary for this position is expected to range between $185,500 and $344,500 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 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
New Jersey

站点
East Hanover

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

Functional Area
Sales

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6ae2b6f3eb8ce424933103", provider: { widgetId: "10m7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop: false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [{ presets: ['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get: kPlayer.ui.components.Remove }] } }; // Check and add plugins only if they exist if (kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if (kPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", // Default: bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default: alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable: true }; } if (kPlayer.plugins["preventSeek"]) { config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; } config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if (kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if (kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if (kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if (kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if (kPlayer.plugins["googleAnalytics"]) { 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 } }; }

// Ensure the global player registry array always exists, regardless of embed type. window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise = thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to capture the player directly. thumbEmbedPromise .then(function(player) { window.kalturaPlayerVideos.push(player); // Notify kaltura datalayer.js that a new player is ready so it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', { detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) { console.error(e.message) }

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