NOVARTIS

Manager - Field Operations

Job ID
REQ-10086562

十一月 09, 2026

India

摘要

The Manager, Field Operations is accountable for Field Operations delivery across international markets. This role combines functional leadership, focusing on delivering high-performing projects and maintain consistent, high-quality outcomes for International, Regional, and Country (I - R - C) stakeholders.

The role requires deep expertise in at least one Field Operations capability–Incentive Compensation (IC) Design, IC Operations, or Call Planning & Alignment–along with a strong understanding of end-to-end commercial operations. The incumbent will champion operational excellence, continuous improvement, quality assurance, and technology-driven innovation while fostering a culture of accountability, collaboration, and capability development.

About the Role

Key Responsibilities

- Own Field Operations delivery and serve as the key accountability point for stakeholders.
- Lead execution, governance, and optimization of Field Operations processes.
- Establish quality assurance frameworks and ensure compliance with standards.
- Communicate plans, risks, dependencies, and outcomes effectively.
- Deliver actionable insights and drive stakeholder follow-through.
- Provide thought leadership in Incentive Compensation Design, Incentive Compensation Operations, or Call Planning and Alignment.
- Drive capability building, guideline management, and technology adoption.
- Support continuous improvement through reviews, retrospectives, and process optimization.
- Ensure compliance with governance, audit, and control requirements.
- Collaborate with regional, country, and headquarters teams on strategic initiatives and field transformation.

Essential Requirements

- 6+ years of commercial operations experience within life sciences or pharmaceuticals.
- Minimum 3 years of Field Operations delivery experience in a large pharmaceutical organization.
- Knowledge of commercial sales and prescription data.
- Experience leading cross-functional enablement strategies in global matrix environments.
- Strong program and project management expertise.
- Track record of scaling operations while maintaining quality and efficiency.
- High learning agility and technology adoption capability.
- Familiarity with Sales Performance Management platforms.
- Experience supporting or leading Artificial Intelligence-enabled initiatives.

Desirable Requirements

- Sales Force Effectiveness expertise
- Strategic planning and business partnering
- Data analytics and insight generation
- Stakeholder engagement and influencing
- Go-to-market strategy
- Cross-functional collaboration
- Customer engagement and customer insights
- Leadership and people management
- Agility and change management

Location

- Hyderabad, India (NKC)
- Hybrid work model

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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

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6af212813b425478165869", 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 kalturadatalayer.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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