

Manager - Field Operations

Job ID
REQ-10086562

8月 27, 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

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: Read our handbook to learn about all the ways we ' ll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a9dd6f9f0722972081904", 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_data_layer.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) }
```

Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Job ID
REQ-10086562

Manager - Field Operations

[Apply to Job](#)



Job ID
REQ-10086562

Manager - Field Operations

[Apply to Job](#)

Source URL:
<https://prod1.novartis.com.cn/careers/career-search/job/details/req-10086562-manager-field->

operations

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>
3. <mailto:diversityandincl.india@novartis.com>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Hyderabad-Office/Manager---Field-OperationsREQ-10086562-1>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Hyderabad-Office/Manager---Field-OperationsREQ-10086562-1>