

# Manager- Commercial Design and Advisory

Job ID  
REQ-10039532  
Mar 20, 2025  
India

## Summary

Drive projects to Novartis internal customers (country business units, analytics teams, regional marketing and sales teams) on various high complex field force consulting projects.

Support the team in creating project proposals and managing project delivery end-to-end.

Facilitate data enabled decision making for Novartis internal customers by providing and communicating qualitative and quantitative insights.

Support FFO business by involving in various initiatives like knowledge sharing, on- boarding and training support of various associates.

Support the team in all business-related tasks / activities, building process documentation and knowledge repositories.

## About the Role

### Key Responsibilities:

- Co-leading and delivering consulting projects for customers, ensuring adherence to timelines and quality objectives in the following areas:
- Commercial strategy design
- Field Force sizing and structure (sales force, access, medical teams)
- Optimal resource deployment, leveraging analytical tools & algorithms.
- Segmentation, Tiering, Targeting and Call Plan design.
- Incentive scheme design and payout calculation strategies
- Ad-hoc projects based on local business challenges identified through assessments and / or benchmarking.
- Ensuring delivery of efficient and high-quality deliverables and, promotes synergy and best practice sharing among resources
- Ensuring exemplary communication with all stakeholders including internal associates, and clients through regular updates with focus on accomplishments, KPIs, best practices, staffing changes and key events
- Proactively strive for improvement in services, processes, and the way of working
- Working with extended BSI team to leverage any cross-functional synergies and drive integrated solutions
- Mentoring team members to support talent development across the wider team; developing and retaining talent.

### Essential Requirements:

- Education: Graduate degree is minimum, any certifications, diploma or degree in project and event

management is a plus

- Languages: Superior communication skills in English
- Experience (5+ years) in commercial execution, functional consulting/business consulting or in pharmaceutical company
- Experience in co-leading project teams
- Past work reflects a track record of operational excellence in SFE and / or Business Analytics field
- Experience in working in a matrix and geographically dispersed environment
- Ability to engage senior stakeholders and influence strategic decision-making
- Should have an understanding of pharmaceutical business including its regulatory environment
- Strong analytical thinking with problem solving approach

### **Desirable Requirements**

- MBA/ Postgraduate
- Knowledge of other in-scope country languages (German, Japanese as priority)
- -Working knowledge of country organization, sales operational processes, practice areas, key issues and challenges

**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>

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Division

Operations

Business Unit

Universal Hierarchy Node

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Sales

Job Type

Full time

Employment Type

Regular

Shift Work

No

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Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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