

# VP, TA & Launch Decision Science, CRM

Job ID  
REQ-10041999  
Apr 16, 2025  
USA

## Summary

The ideal location for this role is East Hanover, NJ, but a distant working arrangement may be possible in certain states. Distant workers are responsible for the cost of home office expenses and periodic travel/lodging to East Hanover, NJ, as determined necessary by the hiring manager.

## About the Role

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting to the Head of Decision Science, this role is crucial in enabling proactive and integrated insight-driven decision making for the business, addressing business problems, shaping strategy, and implementing decision science through IDS capabilities.

The VP, Decision Science TA and Launch - CRM plays a pivotal role in transforming therapeutic area strategies by bridging insights and capabilities from IDS with business needs. As a visionary leader, they collaborate closely with the SVP of their respective Therapeutic Area to refine analyses and sharpen strategic recommendations, ensuring alignment with organizational goals. This role will lead a team of Product Decision Science, fostering a culture of innovation and thought leadership, challenging established norms and driving excellence in product strategy. Acting as a central point of contact, this role facilitates seamless connectivity and collaboration across IDS functions, integrating and synthesizing insights to create robust action plans and strategic recommendations for TA portfolios.

## Major Accountabilities

- Synthesize and align insights from across IDS to enable smarter, data-driven decisions that address key TA business challenges and opportunities
- Drive early-stage asset strategy by delivering actionable insights and shaping direction in partnership with cross-functional stakeholders, pre-IPST (Integrated Product Strategy Teams) formation
- Elevate decision making across TAs by delivering integrated insights
- Collaborate with the SVP for each TA to further refine analyses & sharpen insights/recommendations
- Serve as POC to direct and connect business partners with IDS capabilities
- Drive prioritization of IDS efforts for the assigned therapeutic area, ensuring focus on high-impact opportunities
- Support prioritization of IDS efforts for a given TA across the many inbound requests
- Lead a team of Product Illuminators that will serve as thought partner/challengers for established IPSTs
- Ensure strong collaboration and alignment among Product Illuminators within a TA and with delivery

teams across IDS functions

- Develop skillsets of the Product Illuminators, including sourcing and actioning feedback from business partners and IPST leads
- Shape workplan and deploy resources to generate analyses, incorporating into an integrated narrative

**What you will bring to this role:**

**Experience:**

Novartis seeks an experienced, dynamic leader with a proven ability to synthesize and align insights to enable data-driven decision-making that addresses critical business challenges. The ideal candidate will have a deep understanding of therapeutic area strategy, including early-stage asset planning, launch readiness, and business development, with demonstrated success in shaping strategic direction in partnership with senior leaders. Expertise in leveraging integrated insights and prioritizing resources to deliver high-impact solutions is essential. This individual will excel at fostering collaboration across cross-functional teams, developing talent, and driving a culture of innovation and thought leadership. A commitment to delivering actionable insights that empower smarter decisions and advance organizational goals is vital to this role.

**Additional qualifications are as follows:**

- 12+ years of experience in the pharmaceutical, biotech, or healthcare industries, with a strong focus on strategic insights, decision science, and/or analytics
- A bachelor's degree in business administration, Life Sciences, Data Science or a related field; an MBA or advanced degree is strongly preferred
- Deep understanding of the therapeutic area landscape, including business development, launch planning, and early asset strategy.
- 5+ years of domain expertise in these areas are highly desired: secondary data analytics, data science, primary market research, field analytics and insights, market access and patient service analytics, or other related strategic analytics and management consulting
- 5+ years of people management experience. Proven track record of enabling data-driven decision-making at a senior leadership level, including addressing complex business challenges and shaping organizational strategy particularly in therapeutic areas.
- Strong background in integrating insights across diverse data sources and aligning them with business priorities to drive impactful results.
- Excellent communication skills, capable of effectively collaborating with senior leadership and aligning diverse teams around strategic goals.
- Hands-on experience working with senior executives, such as SVPs or equivalent, to refine analyses, sharpen insights, and influence strategic recommendations.
- Significant leadership experience, including managing and developing high-performing thought leaders and fostering a culture of innovation and collaboration.
- Experience in leading cross-functional and matrixed teams, with demonstrated ability to collaborate across functions such as commercial, R&D, and medical affairs.

The pay range for this position at commencement of employment is expected to be between \$284,00.00 and \$426,000.00 a year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other

elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

**Why Novartis:** Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

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