

# ED, Functional Excellence & Performance Reporting

Job ID  
REQ-10043973  
Mar 17, 2025  
USA

## Summary

Location: East Hanover

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging superior data to identify actionable insights that drive enhanced performance. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting into the VP, Head, Enterprise & Pipeline Insights and Analytics, this role is responsible for tracking business performance across all therapy areas, brands, and functions (Medical, NPS, Market Access) and generating key functional reports to IPSTs, US LT, Functional partners, and MBR.

The ED, Functional Excellence & Performance Reporting plays a pivotal role in shaping the strategic direction of the organization by delivering actionable insights to the right stakeholders in the appropriate format. By spearheading the development of comprehensive and consistent reporting strategies across functions, the ED ensures the integrity and relevance of data to drive informed decision-making. This position maintains high-quality reporting standards, ensuring compliance and supporting strategic initiatives that enhance operational excellence and innovation within the organization. The ED, Functional Excellence & Performance Reporting will closely partner with many stakeholders in IDS, including the Business Performance, the IDS Data Science, and all the IDS functional teams, ensuring accurate business status information is disseminated to all relevant stakeholders.

Novartis is seeking an individual with extensive experience in preparing and analyzing function-level reports to support strategic decision making within the pharmaceutical industry. They should have a proven track record in managing complex data reporting processes and addressing diverse stakeholder needs. A commitment to driving continuous improvement in reporting accuracy and efficiency, informed by data insights and industry trends, is vital to this role.

## About the Role

### Key Responsibilities:

- Oversee and guide a team tasked with the preparation of functional excellence reports and analyses (e.g., Medical, NPS, Market Access, Field) that are relevant to IPST & MBR
- Lead Performance Reporting product owners who are accountable for establishing product vision, roadmaps, optimizing utilization, and maintaining the delivery system for all IDS HQ & Field reports, dashboards, etc.

- Fully leverage GenAI in creation of modern performance reporting interfaces
- Ensure user-centric design principles are being followed in all reporting interfaces
- Oversee, lead, and guide scrum, development, and support teams for these products, including remote teams located internationally
- Establish sustained, flexible cross-functional collaboration with brand teams, functional teams (e.g., Medical, NPS, Market Access, Field), IDS teams and other NVS partners
- Partner with functional leads to identify, develop, and implement relevant functional excellence metrics
- Partner with Business Performance & Data Ops team to establish proactive QC of all reporting interfaces
- Support the articulation of a clear narrative for functional business performance grounded in data and insights, considering current strategy and how it should evolve, owned by IDS functional partner
- Establish and implement comprehensive reporting strategies including standardized templates and automated dashboards to ensure consistent data presentation across functions
- Collaborate with the Business Performance team to optimize data collection and reporting workflows and ensure data integrity and relevance
- Manage & ensure consistency across Performance Vigilance ecosystem across reporting, communication, processes, and meetings (Performance Pulse, Monthly Business Review, etc)
- Support strategic portfolio level analysis across the IDS Enterprise & Pipeline team and/or required by Office of NVS US President

### **What You'll Bring to the Role:**

**Education:** A Bachelor's degree in Business Administration, Finance, Economics, or a related field; an MBA or advanced degree is preferred

### **Essential Requirements:**

- A minimum of 10 years of experience in data reporting and analytics within the healthcare or pharmaceutical industry
- Commitment to driving and enabling data-driven decision making throughout all levels of the organization
- Exceptional business acumen, paired with a deep understanding of business dynamics in the context of the pharmaceutical industry
- Deep understanding of the pharmaceutical industry, including regulatory requirements related to reporting and compliance, and market dynamics.
- Expertise with user-centric design principles
- Strong knowledge of US Pharma Patient Services, Medical Affairs, Market Access as well as Sales & Marketing
- Exceptional ability to build and maintain strong relationships with key stakeholders across various internal functions.

- Proven ability to identify and enhance reporting processes to improve accuracy and efficiency
- Ability to develop insights into potential risks and opportunities, aligning with organizational goals and driving strategic recommendations.
- Proven track record of working within matrixed organizations on large, cross-functional teams and driving complex projects to successful completion.
- Strong analytical and problem-solving skills, with the ability to interpret complex data and deliver actionable insights.
- Excellent written and verbal communication skills, with the ability to tailor communication and convey insights effectively to diverse audiences.
- Experience in maintaining high-quality reporting standards and ensuring compliance with industry regulations and company policies.

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$214,900.00 and \$399,100.00/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:** 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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:  
<https://talentnetwork.novartis.com/network>

**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>

#### **EEO Statement:**

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#### **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](mailto: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.

Division

US

Business Unit

Universal Hierarchy Node

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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