

Head of Enterprise Competitive Intelligence

Job ID

REQ-10044653

Mar 19, 2025

USA

Summary

Location: This role can be based in Cambridge, MA or East Hanover, NJ US or Basel Switzerland. If you are based in Europe please apply to REQ #10044649. Regular travel (25-30%) to Hyderabad, India required.

LI-#hybrid

The Novartis Strategy & Growth team is seeking a new Head of Enterprise Competitive Intelligence to lead the unit responsible for gathering, assessing, and organizing competitive intelligence (CI) that is timely, relevant, and of high-quality. This information supports our pipeline, portfolio, and overall company strategy. The unit focuses on secondary intelligence aligned with company priorities and requests from various units, including strategy, research, development, commercial, communications, and the Executive Committee of Novartis. The centralized group, consisting of highly skilled associates, will develop a repository for all competitive intelligence and insights across Novartis, making it accessible as needed.

About the Role

Key Responsibilities:

- Build and lead a unit to gather intelligence and maintain a central and accessible high-quality data repository across competitive intelligence efforts to facilitate information sharing and reduce duplication
- Structure the new centralized Enterprise Competitive Intelligence team to gather, assess, organize, and make accessible competitive intelligence aligned with core business priorities
- Ensure competitive intelligence is timely, relevant, and high-quality to facilitate insights development by strategy, research, development, commercial, communications and other relevant internal teams
- Gather intelligence via secondary research, AI, and attend global conferences (primary research)
- Plan, implement and manage an IT infrastructure of all gathered intelligence and developed insights, ensuring it is accessible, consistent, high-quality, and searchable
- Function as a "librarian" for the broader CI community to facilitate timely access to relevant and high-quality intelligence, including social media listening and sentiment tracking
- Maintain visibility across internal and external CI databases and all vendors engaged within the CI space
- Ensure key customers of competitive intelligence are well served, trust the data quality, and see intelligence as a foundation for developing key insights
- Support other customers of competitive intelligence such as Communications, Investor Relations, and the ECN/CEO office as requested
- Bring in external best practices and disruptive ideas to strengthen the practice of competitive intelligence
- Plan, allocate, and manage the Enterprise Competitive Intelligence budget to meet requirements and achieve fiscal responsibility

- Lead, coach, attract, develop, and retain a high-performing team; develop and implement a people strategy (e.g. manage career progression)

Essential Requirements:

Education (minimum/desirable):

- Advanced degree required. Either MD, PhD in relevant discipline or MBA

Language:

- Excellent oral and written English communication skills. Additional languages are a plus

Experience/ Professional requirement:

- ≥10 years of pharmaceutical/biotech organization experience, including working in a globally matrixed environment
- Past experience in pharmaceutical CI leadership, role in creation of such organization required
- Energy, drive, achievement oriented, high work ethic
- Deep understanding of biopharma landscape: companies, assets and early technologies
- Strong financial and business acumen
- Strong strategic vision, superior leadership, excellent communication, consensus building, well-developed influencing and negotiation skills
- Strong written & verbal communication skills coupled with excellent problem-solving, negotiation and conflict resolution skills
- Collaborative, objective / data driven, senior thought partner
- Experienced people leader; comfortable leading & managing direct and indirect reports in multiple geographies

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$346,400.00 - \$519,600.00 USD per 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:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

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 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

Corporate

Business Unit

Innovative Medicines

Location

USA

State

Massachusetts

Site

Cambridge (USA)

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

BD&L & Strategic Planning

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

Job ID

REQ-10044653

Head of Enterprise Competitive Intelligence

[Apply to Job](#)

Source URL: <https://prod1.novartis.com/careers/career-search/job/details/req-10044653-head-enterprise-competitive-intelligence>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <mailto:us.reasonableaccommodations@novartis.com>
5. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Cambridge-USA/Head-of-Enterprise-Competitive-Intelligence_REQ-10044653-1
6. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Cambridge-USA/Head-of-Enterprise-Competitive-Intelligence_REQ-10044653-1