

Performance Lead

Job ID
REQ-10044934
Mar 18, 2025
Portugal

Summary

Conduct business performance analysis, reporting and forecasts for assigned business area/ product, delivering reliable and on time performance information to business and the decision-making process.

About the Role

Major Accountabilities

- Elaborate relevant and accurate business performance analysis to support monthly operational reviews and ad-hoc requests.
- Guarantee the analysis information and provide the management team with timely and accurate, relevant business performance information to support monthly operational reviews and ad-hoc requests.
- Ensure ongoing business performance is appropriately monitored and measured and drive early warning for re-direction of resources with Business Partners.
- Monitors and provides insights on Sales Force Effectiveness, namely KPIs of customer impacts, achievement of engagement plans with the aim to improve performance and impact of Novartis resources in business performance
- Ensure the understanding of clients KPI's, P&L and resource allocation for the client.
- Perform analysis to evaluate risks or opportunities, making recommendations to mitigate risks, conducting business case analysis and plans the financials per client.
- Gather information related with business areas/ products assigned, analyzing and requesting all the necessary
- Provide accurate operational information and advice to support the annual budgeting, rolling forecast and Strategic Planning processes.
- Provide information for business case analysis and plans the financials per area/ customer/ brand
- Clarify doubts and the guarantee the integrity of data provided by business areas/ product teams/ customers.
- Analyze market evolution, market share, market growth, entry of competitors, market dynamics and patient share.
- Provide well managed and quality financial analysis in order to improve business case proposals and profitability tracking.
- Ensure the ability to have business and brand insights and try to gauge customer/account performance.
- Supports the pricing process, providing inputs and relevant information.
- Continually improve and streamline existing management reporting processes and support the definition and implementation of lean processes to meet the changing demands of the business.
- Interact with others in a positive and constructive way, being open to diversity and aligned with corporate guidelines, in order to guarantee Novartis has a working environment free from all forms of discrimination

and harassment as well as contributing to a positive and inclusive working environment.

- Work within Integrity and Compliance policies and ensure those around him/her do the same, complying with job Excellence Standards to contribute to the alignment with Novartis Global procedures and objectives.

Key Performance Indicators (KPIs)

- Internal customer satisfaction with quality, appropriateness, and timeliness of performance analysis provided
- Reliability, timeliness, and accuracy of budgetary and performance forecasts
- Accuracy of early-warning system and results. Managing risks and ops efficiently for the line of business

Ideal Background

Education & Qualifications

Bachelor's degree in finance, Business Admin/Management/Economic or related field

MBA or higher degree related to business/management (preferable)

Languages

- Local language
- Fluent in English

Experiences

- Substantial experience in Financial Management preferably in pharmaceutical industry (Min. 3-5 years)
- Strong experience in communication of complex models and scenarios with excellent analytical thinking.
- Operations Management and Execution
- Experience in Functional Breadth

Technical / Functional Skills & Knowledge

- Breakthrough analysis
- Operational Excellence
- Analytical Thinking and Financial Modelling
- Financial Business Partnering

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

International

Business Unit
Innovative Medicines
Location
Portugal
Site
Sintra
Company / Legal Entity
PT05 (FCRS = PT005) PT Pharma
Functional Area
Marketing
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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