

# Director, Launch Excellence

Job ID

REQ-10045530

Apr 09, 2025

USA

## Summary

Novartis is poised to launch numerous innovative medicines across four therapeutic areas, driven by a foundation of robust strategy, flawless field execution, and impact-driven performance vigilance metrics. The Director, Launch Excellence will ensure enterprise governance and frameworks for new product launches are implemented with quality and timeliness to elevate Novartis' launch discipline. Reporting to the VP, Launch Excellence, the Director, Launch Excellence will partner closely with cross-functional launch teams to establish consistent tools, processes, and KPI dashboards, ensuring launch excellence against specific business deliverables.

This position will be located at East Hanover, NJ and will not have the ability to be located remotely. This position will require 10-15% travel as defined by the business (domestic and/or international.) #LI-Hybrid

## About the Role

### Key Responsibilities:

- Serve as the owner of launch processes, disciplines, and toolkits including blueprints, frameworks, archetypes, playbooks, sharing and disseminating these across launch teams.
- Create a community of practice across disease areas for upcoming launches to be able to gather, aggregate and share best practices and cross-functional perspectives across teams, ensuring that teams are building on launch learnings across the organization
- Ensure internal and external best-practice sharing exists across launches, identifying within/outside pharma industry best-practices and market insights
- Manage a consistent and robust product launch process and governance as a "control tower" structure to provide oversight and to ensure consistency of tracking and incorporating best practices across launches
- Work with internal launch stakeholders to ensure launch process management and successful completion of launch readiness tasks (standardized approach across brands – including Blueprint/ Playbook, Governance, and KPIs specific to the product archetype)
- Work with brand leads to schedule and prepare for governance meetings, launch readiness review meetings, coordinate training sessions at key points during development and planning journey
- Coordinate Launch Readiness Review assessments across launch brands to ensure strategic and tactical plans are reviewed and aligned with senior leadership

- Establish reporting dashboards to manage reporting of key metrics and KPIs including leading and lagging indicators to ensure launch success, providing mechanism for teams to share critical updates for oncology leadership team
- Leading overall business planning (aligned to innovative medicines approach) working with the Planning & Launch Lead as well as cross-functionally to ensure that strategic planning & financial-planning deliverables are created at a high-level and in a timely manner
- Best practice-sharing creating a community of practice for the Portfolio & Customer Experience Marketing Teams regarding strategy, tactical execution, insights as well as overall transformation and new ways-of-working

### **Essential Requirements:**

- Education: Bachelor degree-required; advanced degree, i.e., MBA, PhD, MA preferred
- 8+ years in pharmaceutical, biotech, medical devices, med-tech, healthcare, or healthcare consulting industry
- At least 5 years' commercial background with US market, launch and product lifecycle stages experience

### **Desirable Requirements:**

- Cross-functional life-sciences launch experience
- Multi-functional experience in a pharmaceutical, biotech, or life-sciences consulting environment

The pay range for this position at commencement of employment is expected to be between \$185,500 and \$344,500/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](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

Innovative Medicines

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

[Apply to Job](#)

Job ID

REQ-10045530

**Director, Launch Excellence**

**Source URL:** <https://prod1.novartis.com/careers/career-search/job/details/req-10045530-director-launch-excellence>

**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/East-Hanover/Director--Launch-Excellence\\_REQ-10045530-2](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/East-Hanover/Director--Launch-Excellence_REQ-10045530-2)
6. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/East-Hanover/Director--Launch-Excellence\\_REQ-10045530-2](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/East-Hanover/Director--Launch-Excellence_REQ-10045530-2)