

# BE&E Head

Job ID  
REQ-10053404  
May 27, 2025  
Argentina

## Summary

At Novartis Argentina we have #PassionForTransformingLives.

We lead with passion the evolution towards an equitable and sustainable healthcare system, empowering local talent, and refining the formula to support patients in transforming their lives. We do this by focusing on our People, fostering Mastery at work and embracing the Evolution of our model.

## Job Overview

The BE&E Head is a member of the local Innovative Medicines Leadership Team (IMLT), overseeing key diverse areas of the business such as Sales Force Effectiveness, Patient Support Programs, Data, Analytics, & Insights.

The BE&E Head is a service function within the organization and needs to display a broad array of hard and soft skills, from well-honed capabilities as a business operator to the ability to inspire through leadership. This role requires maintaining excellence in execution according to plan while also influencing key stakeholders on new decisions and guiding the organization along a continuous improvement path.

The position is a launchpad for an individual actively seeking an international career in functional and/or business leadership within Novartis International.

## About the Role

### Major Responsibilities

- Lead a team of talented individuals, empowering them to deliver outstanding results, while maintaining their ongoing commitment to grow professionally. Attract, retain & engage highly capable & diverse talents and build effective teams.
- Drive field force effectiveness, field excellence and operations to harmonize and systemize performance monitoring across all TAs, from target setting processes, to monitoring Field Execution to chairing Incentive Committees.
- Localize digital platforms to develop and implement fit-for-purpose Enterprise solutions to maximize customer engagement and patients reached.
- Sustain the continuous improvement journey in Patient Support Programs, from Value Proposition design to Operations and Quality Management.
- Support the Therapeutic Areas' build up of Omnichannel Campaign Management capabilities, becoming a key campaign implementation ally.

- Ensure cross functional work as well as influence external partners.
- Create a Data and Analytics strategy, from monitoring Performance to tracking Operations to generating valuable business Insights.
- Anticipate future commercial & field capabilities including drive change and experiment with new ways of working.
- Continuously review the progress and scope of work, fine tuning the plan for continuous impact accordingly.
- Continuously review company processes and propose new ways of doing them better and simpler.
- Benchmark against industry standards to adopt best practices in the domain within the role's remit.
- Become a key partner of the Business and the Functions also from a regional perspective, to understand priorities and strategy in field execution matters and beyond.
- Execute all the above with the utmost adherence to Internal processes/policies and with the highest ethical standards.

## Key Requirements

### Experience

- Degree in Sciences, Engineering or Business Administration
- 10+ years of experience leading diverse multi-functional teams of various sizes
- 5+ years of experience in Life Sciences and/or Healthcare
- Extensive Consulting and/or Project Management experience
- Previous exposure to designing and managing Patient Support Programs
- Leading Teams: Direct team leadership experiences (team of min. 10 people) and inspiring them to deliver growth/ change
- Good understanding of digital trends and products as well as experience managing technology platforms

### Capabilities

- Leadership: Experiences in leading change management activities. Cross functional collaboration, influencing skills, stakeholder engagement. Enterprise mindset
- Operations: Operations Management, Quality Control, Six Sigma
- Digital Marketing and Communications: Content Strategy, Email Marketing, Search Engine Optimization, (Paid) (Online) Advertising, Omnichannel Campaign Orchestration
- Data & Analytics: Data Strategy, Customer Insights, Return On Investment Analysis (ROI), A/B testing, Data Science pipelines

### Other

- Agility, Adaptability, People Management, Public Speaking.

- Desirable skills in Scrum, Design Thinking, Business Model Canvas, Generative AI task execution and creative workflow management
- Ability to relocate internationally for career experiences to strengthen development and professional growth

#### Languages

- Native Spanish
- Fluent English

**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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<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>

Division

International

Business Unit

Innovative Medicines

Location

Argentina

Site

Ramallo (Argentina)

Company / Legal Entity

AR01 (FCRS = AR001) Novartis Argentina S.A.

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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