

## Executive Director, Launch Excellence

Job ID  
REQ-10052153

Jun 05, 2025

USA

### Summary

#### #LI-Hybrid

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 Executive 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 Executive Director, Launch Excellence will partner closely with cross-functional launch teams to develop launch disciplines and establish consistent tools, processes, and KPI dashboards, ensuring launch excellence against specific business deliverables.

**Location:** This position is based in 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).

## About the Role

### Key Responsibilities:

- Manage team to drive launch processes, disciplines, and toolkits including blueprints, frameworks, archetypes, playbooks, governance models that are shared and disseminated these across launch teams.
- Create communities 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
- 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 disciplines 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)
- 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 executive leadership team
- Leading overall business planning 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

### Essential Requirements:

- Education: Bachelor's degree-required; advanced degree, i.e., MBA, PhD, MA preferred
- 12+ years in pharmaceutical, biotech, medical devices, med-tech, healthcare, or life sciences strategy consulting industry, and inclusive of at least two different types of cross-functional roles/experience
- 5+ years’ commercial background with US market and launch experiences, including serving as the primary lead in driving at least 3 successful new launches
- 3+ years of field experience in a life sciences organization in sales or market access, demonstrating consistent quota exceeding performance
- 2 + years leading complex projects requiring global and local alignment
- Strong ability to simplify complex concepts & strategies and “tell a story” orally and in writing
- Strong analytical skills and an ability to generate insights and develop relevant action plans
- Strong influencing skills, and the ability to exercise tact and diplomacy in stressful situations

### Desirable Requirements:

- 3+ years within a significant consultancy group (e.g. McKinsey, BCG, Bain)

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

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## **Benefits and Rewards:**

The pay range for this position at commencement of employment is expected to be between \$214,900 and \$399,100/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.

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## 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.

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