

# Director, IDS Academy

Job ID  
REQ-10046994  
Apr 02, 2025  
USA

## Summary

The location for this role is East Hanover, NJ.

## About the Role

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. The D, IDS Academy will be instrumental in integrating capabilities and fostering collaboration across the IDS function.

Aligned with the broader goals of the IDS team, D, IDS Academy is tasked with encouraging the use of new practices and methodologies to improve team performance. This role involves establishing and supporting communities of practice to facilitate knowledge sharing and ongoing development. By applying expertise in insights, analytics, and decision science, the Director helps keep IDS capabilities relevant and effective. Through careful planning and development efforts, this role supports the IDS mission, contributing to informed decision-making and business growth.

## Key Responsibilities:

- Facilitate the integration of capabilities, communities, and collaboration across IDS to drive functional excellence and organizational impact
- Grow capabilities, success profiles, skills, communities of practice, and career experts within the function
- Develop targeted learning programs to address current and future needs, with special attention to newer IDS capabilities like proactive data strategy, AI prototyping, insight synthesization, etc.
- Implement success profiles, skill-building initiatives through the IDS Academy, and career expert frameworks to drive excellence within the function
- Build and scale capabilities within IDS, ensuring alignment with organizational objectives and evolving needs
- Leverage deep expertise in insights, analytics, and decision science to champion the adoption of innovative practices, methodologies, and tools that enhance team performance

- Launch and nurture communities of practice to facilitate knowledge sharing, collaboration, and continuous improvement /Monitor the impact of these communities, leveraging insights to continuously improve their effectiveness
- Regularly evaluate progress and impact, providing actionable insights and recommendations for further development/Stay informed of industry trends and best practices to ensure IDS capabilities remain cutting-edge and competitive

### **Essential Requirements:**

Novartis seeks an individual with extensive experience in the pharmaceutical or healthcare industry, with a deep understanding of product lifecycle management, and market dynamics. A proven track record in brand performance management, marketing, or a similar role, the person should demonstrate the ability to develop and implement brand strategies that drive market share and revenue growth. The candidate should foster a collaborative and innovative work environment.

### **Education** (minimum/desirable):

Bachelor's degree in related field is required; Master of Science and/or MBA strongly preferred

- 8-10 years of experience in the pharmaceutical or healthcare industry, particularly in roles related to innovation, learning and development
- Experience in an insights, analytics, or decision science role, with a deep understanding of the methodologies, tools, and best practices required to generate high-quality insights
- Proven track record of building and scaling capabilities across teams, with experience in driving strategic initiatives that enhance functional performance and organizational growth
- Demonstrated experience in fostering cross-functional collaboration and creating communities of practice that drive knowledge sharing and innovation
- Expertise in capability building and talent development within a large organization
- Ability to work collaboratively with cross-functional teams, including sales, marketing, and product development and drive organizational growth
- Excellent communication skills, capable of effectively collaborating with senior leadership and aligning diverse teams around strategic goals for IPST
- Ability to thrive in a fast-paced, dynamic environment and adapt to changing business needs and priorities

The pay range for this position at commencement of employment is expected to be between: \$185,500.00 and \$344,500.00/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

Universal Hierarchy Node

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

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