NOVARTIS

Associate Director, Decision Science (1 of 3)

Job ID
REQ-10046998
Apr 02, 2025
USA

Summary

The location for this role is East Hanover, New Jersey.

About the Role

There are 3 Associate Director, Decision Science positions associated with this job posting. The roles are as follows:

- Associate Director, Decision Science - Neuroscience
- Associate Director, Decision Science - Oncology
- Associate Director, Decision Science - Cardiovascular

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. Reporting into the VP, Decision Science TA and Launch, this role is a critical contributor to brand & IPST decision-making by providing actionable insights, developing performance narratives, and ensuring alignment between brand strategies and organizational priorities to optimize business outcomes.

The AD, Decision Science serves as a key driver of brand performance by translating complex data into clear, actionable strategies that enhance decision-making across the organization. By collaborating closely with cross-functional teams, GMs, and IPSTs, this role ensures a deep understanding of performance trends, identifies opportunities for business growth, and delivers concise performance narratives that inform both tactical actions and strategic direction. Acting as a trusted partner to leadership, the role also supports operational planning and fosters alignment across teams, enabling brands to achieve their full potential within the broader business ecosystem.

Key Responsibilities:

- Collaborate with Decision Science team to conduct robust analyses, draft performance narratives, and identify actionable recommendations

- Support end-to-end decision making, leveraging data, insights and analytics

- Conduct analyses of performance trends, define key business questions (KBQs), and explore

opportunities or challenges through deep-dive analyses

- Evaluate performance trends and overall strategy effectiveness by assessing key drivers of brand performance like market share, forecasts, ROI, etc.

- Support brand team in developing comprehensive brand strategies to drive market share and revenue growth

- Collaborate with leadership to craft clear, concise, and actionable performance narratives for assigned brands, highlighting insights and recommendations for leadership and cross-functional teams

- Develop and share performance updates, analyses, and recommendations to IPSTs, Decision Science pods, and senior leadership

- Partner with brand team to develop and refine key performance indicators (KPIs) at the brand or functional level to ensure alignment with strategic goals

- Develop and pressure-test recommendations and next steps for addressing performance gaps or enhancing brand outcomes based on data driven insights

- Working with a cross-functional team, identify opportunities to optimize performance monitoring processes and improve the effectiveness of reporting and decision-making tools

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

Additional qualifications are as follows:

- 6-8 years of experience in the pharmaceutical or healthcare industry, with a deep understanding of brand management, product lifecycle management and market dynamics

- A bachelor's degree in business administration, Life Sciences, Marketing or a related field; an MBA or advanced degree is strongly preferred. Proven ability to analyze complex data sets, identify trends, and deliver actionable insights that drive performance improvements. Domain expertise in these areas is desired: secondary data analytics, data science, primary market research, field analytics and insights, market access and patient service analytics, or other related strategic analytics and management consulting

- Ability to balance operational execution with high-level strategic thinking, supporting both day-to-day brand performance and long-term business goals

- Ability to work collaboratively with cross-functional teams, including sales, marketing, and product development and drive strategic brand initiatives

- Ability to develop and execute marketing strategies and campaigns

- Excellent communication skills, capable of effectively collaborating with senior leadership and aligning diverse teams around strategic goals for IPST

- Proficiency in insight and hypothesis generation, behavioral science, data science, and primary and secondary research methodologies

- 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: $152,600.00 and $283,400.00/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 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

Apply to Job

Job ID

REQ-10046998

Associate Director, Decision Science (1 of 3)

Apply to Job

Source URL: *https://prod1.novartis.com/us-en/careers/career-search/job/details/req-10046998-associate-director-decision-science-1-3*

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/Associate-Director--Decision-Science--1-of-3-_REQ-10046998-1
6. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/East-Hanover/Associate-Director--Decision-Science--1-of-3-_REQ-10046998-1