

# AD, Enterprise Functional Excellence (2 roles)

Job ID

REQ-10047061

Apr 02, 2025

USA

## Summary

Location: East Hanover

### About the Role:

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging superior data to identify actionable insights that drive enhanced performance. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting into the Dir, Enterprise Functional Excellence, this role is responsible for supporting optimization of data collection and reporting workflows and creation of modern, user-centric reporting interfaces that enhance decision-making and drive operational excellence and innovation within the organization.

The AD, Enterprise Functional Excellence plays a pivotal role in supporting strategic initiatives and enhancing operational performance across the organization. By developing functional excellence reports and dashboards, the AD ensures that data-driven insights are seamlessly integrated into business strategies. This role will closely partner with a variety of stakeholders, including Business Performance, NVS brand and functional teams, and all the IDS functional teams.

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

## About the Role

### Key Responsibilities:

- Prepare functional excellence reports and analyses (e.g., Medical, NPS, Market Access, Field) that are relevant to IPST & MBR
- Support product vision, roadmaps, optimizing utilization, and maintaining the delivery system for specific IDS HQ & Field reports, dashboards, etc.
- Support a clear narrative for functional business performance grounded in data and insights, considering current strategy and how it should evolve, owned by IDS functional partner
- Collaborate with scrum, development, and support teams for these products, including remote teams located internationally
- Collaborate with brand teams, functional teams (e.g., Medical, NPS, Market Access, Field), IDS teams and other NVS partners
- Collaborate with the Business Performance team to optimize data collection and reporting workflows and

ensure data integrity and relevance

- Fully leverage GenAI in creation of modern performance reporting interfaces
- Proactively QC all reporting interfaces

### **What You'll Bring to the Role:**

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

Novartis is seeking an individual with extensive experience in implementing relevant excellence metrics decided by IDS and Novartis functional leads to support strategic decision making within the pharmaceutical industry. They should have a proven track record in managing complex data reporting processes, crafting performance reports, and addressing diverse stakeholder needs. A commitment to fostering continuous improvement in reporting accuracy and efficiency, informed by data insights and industry trends, is vital to this role.

### **Essential Requirements:**

- Minimum 6 years of experience in functional excellence, data reporting, or analytics within the healthcare or pharmaceutical industry
- Commitment to enabling data-driven decision making throughout the organization
- Exceptional business acumen paired with a deep understanding of business dynamics in the context of the pharmaceutical industry
- Deep understanding of the pharmaceutical industry, including regulatory requirements related to reporting and compliance, and market dynamics.
- Expertise with user-centric design principles
- Strong knowledge of US Pharma Patient Services, Medical Affairs, Market Access as well as Sales & Marketing
- Exceptional ability to build and maintain strong relationships with key stakeholders across various internal functions.
- Proven ability to identify and enhance reporting processes to improve accuracy and efficiency
- Proven track record of working within matrixed organizations on large, cross-functional teams and driving complex projects to successful completion.
- Strong analytical and problem-solving skills, with the ability to interpret complex data and deliver actionable insights.
- Excellent written and verbal communication skills, with the ability to tailor communication and convey insights effectively to diverse audiences.
- Experience in maintaining high-quality reporting standards and ensuring compliance with industry regulations and company policies.

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$132,300.00 and \$245,700.00/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:**

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#### **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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