

Executive Director, IDS Capabilities

Job ID
REQ-10043967

3月 17, 2025

USA

摘要

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 Head, Decision Science, the IDS Capabilities plays a crucial role in shaping the future of the IDS function by building capabilities, fostering collaboration, and driving innovation to ensure teams are empowered to deliver exceptional results and adapt to evolving organizational needs.

This individual is responsible for driving the strategic development, integration, and scaling of capabilities across the IDS function to enable organizational excellence and impact. By fostering skill-building, creating success profiles, and establishing career expert frameworks, the role ensures that teams are equipped to meet current and future challenges. Additionally, it champions the growth of communities of practice to promote collaboration, knowledge sharing, and innovation while uniting IDS teams across the broader organizational ecosystem. Through these efforts, the role plays a pivotal part in enhancing functional performance, fostering cross-functional synergy, and positioning the organization as a leader in its field.

About the Role

Key responsibilities:

Lead the strategic development and 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
- Identify skill gaps and oversee the development of 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.
- Define and 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
- Connect and align IDS teams across the broader organizational ecosystem to foster synergy, innovation, and cross-functional success
- Facilitate cross-functional collaboration to maximize shared expertise, drive innovation, and address complex challenges
- Actively identify opportunities to grow capabilities and enhance team effectiveness through innovative practices and programs

- 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:

Experience:

Novartis seeks an individual with extensive experience in the pharmaceutical or healthcare industry alongside leading and developing strategic capabilities within a large, complex organization. They should have a proven track record of building and nurturing communities of practice, fostering skill development, and driving innovation to address critical business challenges.

Additional qualifications are as follows:

- A Bachelor's Degree in business administration, Life Sciences, Data Science or a related field; an MBA or advanced degree is strongly preferred
- 10+ years of experience in the pharmaceutical or healthcare industry, particularly in roles related to innovation 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 effectively with cross-functional teams and drive strategic brand initiatives

- Excellent communication and influencing skills, with the ability to engage and inspire senior leadership and diverse stakeholders across the organization
- Excellent communication skills, capable of effectively collaborating with senior leadership and aligning with diverse teams
- Strong leadership skills in a team environment which requires negotiation, persuasion, collaboration, and analytical judgment.
- 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 \$245,600.00 and \$399,100.00 a 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.

部门
US

Business Unit
Innovative Medicines

地点
USA

状态
New Jersey

站点
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-10043967

Executive Director, IDS Capabilities

[Apply to Job](#)

Source URL:

<https://www.novartis.com.cn/careers/career-search/job/details/req-10043967-executive-director-ids-capabilities>

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/NovartisCareers/job/East-Hanover/Executive-Director--IDS-CapabilitiesREQ-10043967-1>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/East-Hanover/Executive-Director--IDS-CapabilitiesREQ-10043967-1>