NOVARTIS

ED, Integrated Field Insights & Analytics

Job ID
REQ-10043987

3月 17, 2025

USA

Location: East Hanover

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, Head, Integrated Field Insights & Analytics, this role is crucial in enabling proactive and integrated insight-driven decision making for the business, addressing business problems, shaping strategy and implementing decision science through IDS capabilities.

The ED, Integrated Field I&A plays a pivotal role in transforming functional area strategies by bridging insights and capabilities from IDS with business needs. As a visionary leader, the ED, Integrated Field I&A collaborates closely with the field team leadership (CE, NPS, Medical, TLL) refine analyses and sharpen strategic recommendations, ensuring alignment with organizational goals. This role will work with other members of IDS fostering a culture of innovation and thought leadership, challenging established norms and driving excellence in product strategy. Acting as a central point of contact, this role facilitates seamless connectivity and collaboration across IDS functions, integrating and

synthesizing insights to create robust action plans and strategic recommendations for functions.

Novartis seeks an experienced, dynamic leader with a proven ability to synthesize and align insights to enable data-driven decision-making that addresses critical business challenges. The ideal candidate will have a deep understanding of therapeutic area strategy, including early-stage asset planning, launch readiness, and business development, with demonstrated success in shaping strategic direction in partnership with senior leaders. Expertise in leveraging integrated insights and prioritizing resources to deliver high-impact solutions is essential. This individual will excel at fostering collaboration across cross-functional teams, developing talent, and driving a culture of innovation and thought leadership. A commitment to delivering actionable insights that empower smarter decisions and advance organizational goals is vital to this role.

About the Role

Key Responsibilities:

- Synthesize and align insights from across IDS to enable Field teams to make smarter, data-driven decisions

- Elevate decision making across field functions by delivering integrated insights

- Collaborate with the leadership for each function to further refine analyses & sharpen insights/recommendations

- Drive prioritization of IDS efforts (field analytics) for all TAs across the portfolio ensuring focus on high-impact opportunities

- Coordinate between field and non-field component of the function (e.g. NPS field and non-field)

- Establish the Integrated Field I&A team as the primary IDS point of contact for the field component of a function (i.e. the "front door" to IDS for the field team), and drive and enable broader IDS coordination and access for field teams

- Drive coordination and integration across all field teams (CE, NPS, Medical, TLL), encouraging and promoting compatible analytical approaches and sharing insights

- Partner and coordinate with the Forecasting and CE Operations teams to make sure appropriate territory level goals are integrated into the IC process

- Help establish the new IDS POD way of working bringing the best of IDS capabilities together including Field Insights & Analytics

- Ensure strong collaboration and alignment across IDS functions

- Shape Field Insights & Analytics workplan and deploy resources to generate analyses, incorporating into an integrated narrative
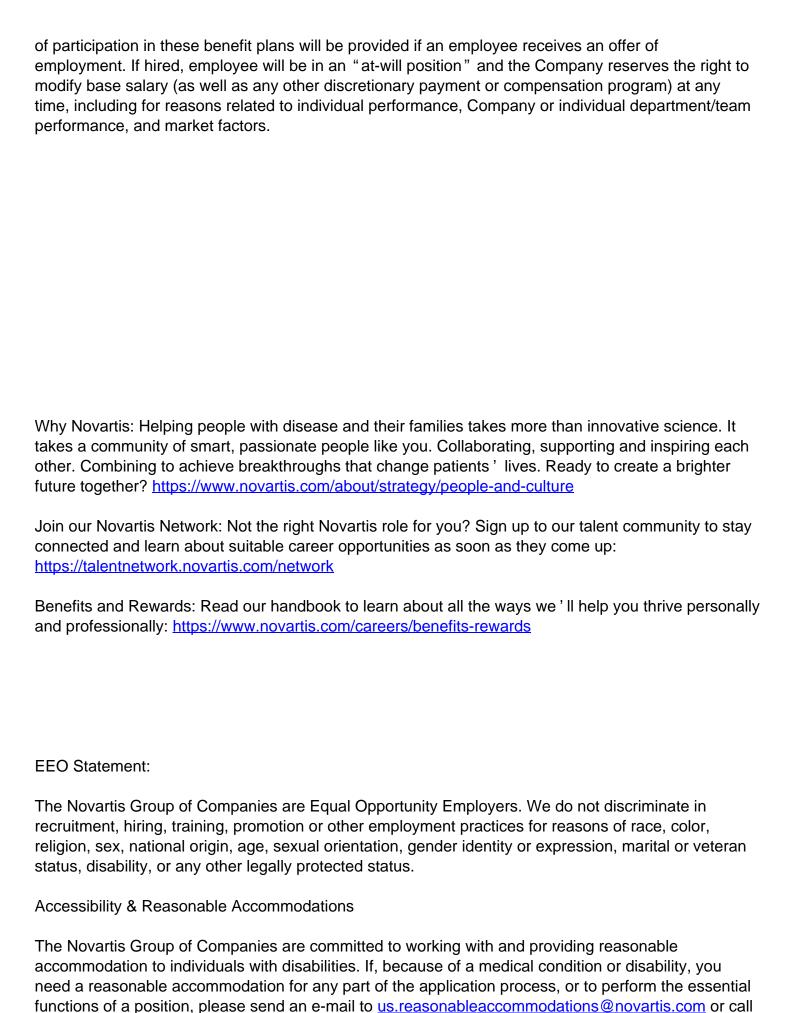
What You'll Bring to the Role:

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

Essential Requirements:

- 12+ years of experience in the pharmaceutical, biotech, or healthcare industries, with a strong focus on strategic insights, decision science, and/or analytics

- A bachelor's degree in business administration, Life Sciences, Data Science or a related field; an MBA or advanced degree is strongly preferred

- Deep understanding of [Insert Functional Area], including business development, launch planning, and early asset strategy.

- 5+ years of domain expertise in these areas are highly 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

- 5+ years of people management experience. Proven track record of enabling data-driven decision-making at a senior leadership level, including addressing complex business challenges and shaping organizational strategy particularly in therapeutic areas.

- Strong background in integrating insights across diverse data sources and aligning them with business priorities to drive impactful results.

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

- Hands-on experience working with senior executives, such as SVPs or equivalent, to refine analyses, sharpen insights, and influence strategic recommendations.

- Significant leadership experience, including managing and developing high-performing thought leaders and fostering a culture of innovation and collaboration.

- Experience in leading cross-functional and matrixed teams, with demonstrated ability to collaborate across functions such as commercial, R&D, and medical affairs.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between $204,400.00 and $379,600.00/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.

US

Business Unit
Innovative Medicines

USA

New Jersey

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-10043987

ED, Integrated Field Insights & Analytics

[Apply to Job](#)

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/ED--Integrated-Field-Insights---Analytics_REQ-10043987-1
6. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/East-Hanover/ED--Integrated-Field-Insights---Analytics_REQ-10043987-1