

Field Excellence Manager

Job ID

REQ-10078669

May 22, 2026

LOC_CZ

About the Role

Key responsibilities

- Execute field excellence initiatives aligned with TA, Brand, and Value & Access priorities, ensuring timely and high-quality delivery.
- Design and implement optimal field force resource allocation, sales force structures, and territory alignments in collaboration with cross-functional teams.
- Deploy field execution tools, KPIs, account planning models, and operating standards in line with defined frameworks.
- Support go-to-market activities, launches, and cycle execution through robust field operations and execution readiness.
- Drive business and performance reviews by analyzing field data and contributing to planning processes such as OneBP and budgeting.
- Lead territory design activities including mapping, representative placement, call planning, and accurate system implementation.
- Develop, maintain, and deliver field KPIs, dashboards, reports, and analyses to support decision-making and performance tracking.
- Translate field insights into actionable recommendations to enhance capabilities, effectiveness, and ways of working.
- Manage target setting, quota allocation, and field incentive programs, ensuring accuracy, transparency, and timely execution.
- Ensure operational excellence of CRM and field systems, including data quality, compliance, and effective user adoption.
- Collaborate with IT, analytics, and business stakeholders to drive continuous improvement, system enhancements, and operational efficiency.
- Act as a trusted partner and change agent for stakeholders, driving alignment, communication, and adoption of field excellence initiatives.

Requirements

- Bachelor's or advanced degree in Engineering, Economics, Business Management, or Bioscience; fluency in English (local language desirable); 3–5 years' experience in commercial, field excellence, or sales operations roles.
- Strong commercial acumen with solid understanding of field execution models, KPIs, and incentive schemes.
- Hands-on experience with CRM and field force systems (e.g., Veeva) and strong data management capabilities.
- Proven experience with reporting, analytics, dashboards, and performance monitoring.
- Experience in supporting therapeutic area or brand-level commercial planning is preferred.

- Strong analytical mindset with attention to detail and focus on data accuracy and quality.
- Ability to manage multiple operational workstreams simultaneously within structured frameworks and deadlines.
- Excellent cross-functional collaboration and stakeholder management skills.
- Execution-focused, proactive, and results-driven with strong problem-solving abilities.
- High ethical standards with strong compliance orientation, particularly regarding data privacy and system usage.
- Openness to continuous learning and development toward advanced Field Excellence or Commercial leadership roles.

Benefits & Rewards (applicable for Prague)

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); MultiSport Card; Find out more about Novartis Business Services: <https://www.novartis.cz/>

Commitment to Diversity and Inclusion

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Role Requirements

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Division

DIV_IM

Business Unit

General Management

Location

LOC_CZ

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area

FCT_MM

Job Type

Full time
Employment Type
Regular
Shift Work
No
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