

Customer Excellence Manager

Job ID

REQ-10083376

Aug 05, 2026

LOC_PL

About the Role

Key Responsibilities

- Orchestrate International Commercial Excellence frameworks, governance, and processes across country operations.
- Coordinate implementation plans with business teams, ensuring alignment with priorities and operational timelines.
- Drive adoption of performance dashboards and translate insights into continuous improvement actions.
- Manage cross-functional collaboration for content creation, localization, activation, and process execution.
- Lead implementation of patient experience frameworks while ensuring compliance and operational excellence.
- Identify process gaps, conduct root-cause analysis, and implement sustainable improvement initiatives.
- Partner with capability-building teams to deliver training and strengthen framework adoption.

Essential Requirements

- Bachelor's degree in Business, Life Sciences, or a related field.
- At least three years of experience in Customer Excellence, Commercial Excellence, or Process Excellence.
- Proven ability to design, simplify, and optimize cross-functional business processes.
- Strong analytical skills with experience using data and dashboards to drive improvements.
- Excellent communication skills with the ability to translate complex concepts into practical guidance.
- Knowledge of compliance, governance, and regulated industry environments.

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role:

- Poland: PLN 174,500 – 324,100

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our [brochure](#) to learn more about our global total reward **143**

offering: https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph:

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

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 \(PDF 30 MB\)](#)

Primary location salary range

zł174,500.00 - zł324,100.00

Division

DIV_IM

Business Unit

Sales

Location

LOC_PL

Site

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

FCT_MM

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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