

Associate Director, Incentive Compensation

Job ID

REQ-10085916

Aug 17, 2026

LOC_US

About the Role

Key Responsibilities:

- Demonstrate thought leadership across the Incentive Compensation (IC) function, encompassing IC Design, IC Analytics, IC Operations, IC Communication, and IC Project Management Office (PMO). This involves providing strategic direction and innovative solutions to enhance the effectiveness and efficiency of the IC processes, ensuring alignment with organizational goals.
- Establish and maintain excellent relationships with HQ leadership, Sales leadership, stakeholders, and external partners to ensure seamless collaboration and alignment, including fostering strong partnerships, facilitating open communication, and building trust to achieve collective success in achieving business objectives.
- Design IC Plan options, presenting pros and cons, and making well-founded recommendations with clear rationale, requiring a thorough analysis of various IC plan alternatives, evaluating their potential impact, and providing insightful recommendations to guide decision-making.
- Develop IC performance KPIs for health checks and provide actionable insights from IC Plan performance evaluations by creating key performance indicators to monitor the health of IC plans, conducting regular evaluations, and delivering data-driven insights to inform strategic adjustments.
- Create innovative solutions to various IC challenges while ensuring compliance with Novartis policies which entail identifying and addressing complex IC issues with creative approaches, while rigorously adhering to established policies and regulatory requirements.
- Independently run IC modeling and simulation analytics, provide detailed technical guidance to the team, and review their work to ensure accuracy and quality. This includes performing advanced analytical tasks, mentoring team members on technical methodologies, and conducting quality control to maintain high standards.
- Engage with Sales Leadership Team to present IC recommendations, performance results, and insights, foster informed decision-making, and involves preparing and delivering comprehensive presentations to the Sales Leadership Team, highlighting key findings and strategic recommendations to support business goals.
- Collaborate within the IC team to enhance efficiency, effectiveness, motivation, learning, development, and retention, driving overall team success, including promoting a collaborative work environment, encouraging continuous improvement, and supporting the professional growth and retention of team members.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 8+ years' experience of analytics experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed sales teams; including 4+ years' experience in an Incentive Compensation role with excellent achievements. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors, especially where strong leadership and customer engagement are central to success.
- Strong functional and technical subject matter expertise in IC design, analytics, operations, processes, and business acumen.
- Robust solutioning skills with an innovative approach grounded in field optics and technical feasibility.
- Adherence to organizational policies, guardrails, ways of working, processes, and timelines.
- Hands-on technical skills in all aspects of IC, including the ability to run analytics (modeling and simulation) and generate insights.

- Strong knowledge of IC pharmaceutical data, including specialty and rare diseases, and familiarity with data suppliers such as IQVIA, Symphony, and specialty pharmacies.

Desirable Requirements:

- Knowledge of associated Sales Operations functions such as forecasting, sizing, targeting, alignment, and call planning.

Novartis Compensation Summary:

The salary for this position is expected to range between \$145,600 and \$270,400 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

Role Requirements

Division

DIV_IU

Business Unit

Sales

Location

LOC_US

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

LOC_US

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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