

Director, Field Enablement & Adoption

Job ID

REQ-10080092

Sep 22, 2026

LOC_US

About the Role

Key Responsibilities:

- Lead, coach, and develop a team of Field Enablement & Adoption leaders, setting high standards for technical fluency, field credibility, and execution discipline.
- Build deep capability across the team in workflow-first enablement, AI-assisted experiences, role-based learning, and reinforcement strategies.
- Own the design and execution of field readiness and adoption strategies for new tools, workflows, and AI-enabled capabilities.
- Deliver structured, scalable enablement programs (e.g., learning series, role-based training, office hours, sandbox environments).
- Ensure field teams can practice new workflows and tools in realistic environments before they are expected to use them live.
- Ensure AI-enabled workflows (e.g., copilots, automation, guided decision support) are introduced with clear intent and guardrails and trust and usability considerations.
- Translate emerging digital and AI capabilities into practical, confidence-building field experiences.
- Define and track adoption and readiness signals (usage patterns, confidence indicators, friction points).
- Establish feedback loops with the field to identify where enablement, workflow fit, or reinforcement needs adjustment.
- Partner with cross functional teams including Field Intake and Business Requirements, Experimentation and Pilots, and Enterprise Delivery.

Essential Requirements:

- Bachelor's degree required from 4-year college or university; STEM, Engineering, Computer Science, Information Systems, or equivalent technical background strongly preferred.
- 8+ years' experience in digital enablement, workflow transformation, product adoption, or execution-focused roles in complex, matrixed organizations including pharmaceutical, biotech, healthcare, or similarly structured industries. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors.
- Proven people-leadership experience, including building and developing high-credibility, field-facing teams.
- Strong technical fluency across modern digital tools, workflow platforms, and AI-assisted experiences.
- Demonstrated ability to translate technology into practical changes in how work gets done.
- Excellent stakeholder leadership and communication skills, with the ability to drive adoption under continuous change.

Desirable Requirements:

- Experience supporting large, geographically dispersed field or customer-facing organizations.
- Hands-on experience with enablement models such as sandboxes, role-based learning, and continuous reinforcement.

Novartis Compensation Summary:

The salary for this position is expected to range between \$160,300 and \$297,700 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

General Management

Location

LOC_US

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_IT

Job Type

Full time

Employment Type

Regular

Shift Work

No

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