NOVARTIS

Execution Excellence Head

Job ID
REQ-10077475
Jul 30, 2026
LOC_RO

About the Role

Key responsibilities

- Act as guardian of execution excellence by defining, harmonizing, and continuously evolving execution standards, processes, and ways of working across Commercial, Value & Access, and selected Medical Affairs areas while preserving functional independence.
- Lead a neutral, cross-functional execution excellence organization covering Field Excellence, Integrated Insights, Data, Analytics & Platforms, Capability Building, and Customer Excellence.
- Enable strategic decision-making through integrated insights, advanced analytics, market research, forecasting, and performance vigilance across the portfolio.
- Strengthen field excellence by optimizing territory design, incentives, sizing, resource allocation, and launch go-to-market models using data-driven recommendations.
- Localize and operationalize global digital and execution excellence strategies by deploying trusted data platforms, dashboards, AI-enabled solutions, and change management programs.
- Drive digital transformation and AI enablement to enhance customer experience, productivity, and effectiveness across Marketing, Sales, Medical, and Value & Access.
- Build and deploy future-ready capabilities and learning strategies, including AI, digital, and commercial skills, aligned with global standards and local needs.
- Serve as the execution engine for integrated customer excellence by orchestrating omnichannel engagement, content activation, launch readiness reviews, and execution metrics.
- Partner closely with Finance, P&O, Medical, Value & Access, Legal, and Supply Chain to optimize resource allocation, governance, compliance, and operational execution.
- Build and sustain a high-performance culture by leading, developing, and retaining talent, strengthening succession pipelines, and role-modeling Novartis leadership and ethical standards.

Requirements

- University degree in business administration, engineering, biosciences, or related field with extensive senior leadership experience in the pharmaceutical industry or related sectors; consulting background preferred; fluency in English required, local language desirable.
- Extensive experience in commercial and execution excellence leadership roles with a proven track record of driving business performance and transformation.
- Strong understanding of the full pharmaceutical commercialization lifecycle, from pre-launch to loss of exclusivity, including Medical Affairs and Value & Access models.
- Proven expertise in data, analytics, market research, forecasting, and translating complex insights into strategic decisions.
- Demonstrated leadership in digital transformation, technology adoption, and AI enablement at scale.
- Strong change management capability with the ability to influence without formal authority in complex, matrixed organizations.
- Excellent cross-functional leadership skills, partnering effectively with senior stakeholders including Country President and Business Unit Heads.
- Proven ability to build, inspire, and retain diverse, high-performing teams and succession pipelines across multiple disciplines.

- Strong project management, organizational, and execution skills with a focus on continuous improvement.
- High integrity, compliance-driven mindset with deep knowledge of industry regulations and local regulatory requirements.

Commitment to Diversity & Inclusion:

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

Role Requirements

Primary location salary range
lei319,970.00 - lei594,230.00
Division
DIV_IM
Business Unit
General Management
Location
LOC_RO
Site
Bucuresti
Company / Legal Entity
RO07 (FCRS = RO007) NOVARTIS PHARMA SERVICES ROMANIA S.R.L
Functional Area
FCT_MM
Job Type
Full time
Employment Type
Regular
Shift Work
No
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