NOVARTIS

Executive Director, Strategic Projects Lead

Job ID
REQ-10086127
Aug 21, 2026
LOC_US

About the Role

Key Responsibilities:

- Define the US Strategic Projects operating model, engagement intake standards, staffing model, project cadence, stage gates, and quality bar.
- Select, scope, and mobilize priority strategic projects with sponsors, ensuring each has a clear problem statement, measurable outcome, decision path, and execution owner.
- Lead the portfolio of strategic projects, managing throughput, capacity, risks, dependencies, and leadership escalations.
- Guide Directors and project teams through ambiguous, high-stakes work requiring structured problem solving, data-backed recommendations, and cross-functional alignment.
- Ensure project outputs move beyond recommendations to implementation-ready roadmaps, KPIs, owners, and governance handoffs.
- Build internal strategy project capability and reduce reliance on external consultants for recurring strategic work.

Essential Requirements:

Education (minimum/desirable):

- Required: Bachelor’s degree in a related field
- Preferred: Advanced degree (Master of Science and/or MBA)

Experience:

- 12+ years strategy consulting, corporate strategy, enterprise transformation, commercial strategy, strategic operations, or large-scale program leadership.
- Proven ability to lead multiple high-profile strategic initiatives in a matrix environment with senior stakeholders and no direct authority over functions.
- Strong project portfolio leadership, executive communication, facilitation, problem framing, change navigation, and business impact orientation.

Desirable Requirements:

- Top-tier strategy consulting, pharma / healthcare strategy, commercial operations, AI / digital, or enterprise transformation experience.
- Experience working with senior leadership teams and translating strategy into measurable execution.

The salary for this position is expected to range between $236,600.00 and $439,400.00 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.

To learn more about the culture, rewards and benefits we offer our people clickhere.

Role Requirements

Division
DIV_IU
Business Unit
General Management
Location
LOC_US
Site
East Hanover
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
FCT_MM
Job Type
Full time
Employment Type
Regular
Shift Work
No
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