NOVARTIS

Dir, Enterprise Investment Strategy & Optimization

Job ID
REQ-10090099
Oct 27, 2026
LOC_US

About the Role

Key Responsibilities:

- Enterprise investment recommendation scope across the US portfolio, covering direct spend, capability spend, and HQ and field FTEs.
- Primary I&A interface with Finance for investment optimization and resourcing guidance, and a key partner to SPT Strategy and to USLT forums.
- Sets the enterprise standards for how resource optimization guidance is produced, framed, and communicated; TA- and function-level application is executed by the respective I&A pillars.
- Two-in-a-box relationship with modeling leadership in the Analytics, Capabilities & Modeling CoE, ensuring consultation and modeling operate as one capability from the stakeholder's perspective
- Enterprise RO team focuses on the field investment envelope and FTE-level optimization in close partnership with I&A Field GTM & Deployment team who is accountable for Field sizing, deployment, & capacity planning
- Leads a small US team of Associate Directors and extended team members in HYD

Novartis seeks an individual with extensive experience in the pharmaceutical or healthcare industry who combines quantitative fluency with genuine strategic consulting capability. The successful candidate will be able to interrogate an optimization model without needing to build it, recognize where its assumptions break down, and convert its output into an investment recommendation that a CFO or business leader can act on. Management consulting or comparable strategic advisory experience is highly relevant to this role.

Required experience

- Minimum 8+ years of experience in resource allocation, investment optimization, commercial analytics, strategic finance, or management consulting within the pharmaceutical or healthcare industry
- Bachelor's degree in Business Administration, Economics, Finance, Engineering, or a related field; an MBA or advanced degree is preferred
- Demonstrated experience translating quantitative model output into strategic recommendations for senior business and finance audiences
- Working knowledge of marketing mix, promotion response, and investment optimization methodologies sufficient to interrogate assumptions, methodology, and limitations
- Experience with external benchmarking and the use of financial ratios and analogs to inform resourcing and investment guidance

- Experience partnering directly with Finance on budget, investment, or headcount planning
- People management experience, including developing associates and working through globally distributed delivery models
- Excellent verbal and written communication skills, with the ability to present investment recommendations persuasively to senior leadership
- Ability to influence without authority and to operate effectively in a two-in-a-box model
- Proficiency with Excel and data visualization tools (e.g., Power BI, Tableau, or similar)

Desirable Requirements:

- Experience in top-tier management consulting or strategic in-house roles, with expertise in portfolio investment prioritization, launch planning, resource allocation, and optimization across promotional, capability, capital, and workforce investments within complex organizations.
- Experience navigating large-scale organizational transformations and operating model redesigns, with knowledge of the U.S. pharmaceutical commercial and analytics ecosystem, AI-enabled decision-making, offshore analytics partnerships, and strong change management and stakeholder communication capabilities

Novartis Compensation Summary:

The salary for this position is expected to range between $185,500.00 and $344,500.00

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
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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