NOVARTIS

Therapeutic Area Head Immunology, Neuroscience and CRM

Job ID
REQ-10077328
Nov 04, 2026
LOC_IE

About the Role

Key Responsibilities

- Manage TA sales, market share and profitability, with accountability for P&L, budgets and compliance with Ethics, Risk and Compliance standards.
- Coordinate cross-functional launch planning and lifecycle management, including in-market optimisation, line extensions and new products, with clear responsibilities and milestones.
- Translate global strategy into local brand plans, aligning customer and content priorities, resources and execution; oversee forecasting, Supply Chain demand planning inputs and business reviews.
- Plan and optimise marketing investments and omnichannel customer and patient journeys using data, insights and GenAI-enabled solutions in partnership with Execution Excellence. Adapt and reuse global content where appropriate, and coordinate digital initiatives, national healthcare professional (HCP) events and patient experience programmes.
- Design field force models and allocate resources in line with TA priorities, customer needs and market trends; refine segmentation, tiering, targeting, coverage and engagement frequency to improve effectiveness and return on investment.
- Use dashboards and KPIs to improve commercial performance, field capabilities, content and channels, including customer consent rates, iCVA usage, content utilisation and call planning adherence; share insights with International teams.
- Coordinate cross-functional teams and build an inclusive, effective sales and marketing culture through coaching, capability development and succession planning.

Essential Requirements

- University degree in Bioscience or Business; an advanced degree in Bioscience, Medicine, Business or Management is preferred.
- At least 12 years of leadership experience in the pharmaceutical or life sciences industry, with demonstrated P&L ownership and commercial management responsibility.
- Sales and marketing management experience, including launch excellence and lifecycle management.
- In-depth understanding of regulatory, market access and policy environments.
- Ability to lead transformation and use data, insights, advanced analytics and AI to improve performance, engagement and revenue growth.
- Experience leading within a matrix organisation, engaging stakeholders and developing talent.

Benefits & Rewards

At Novartis, we’re committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 103,600.00 - 192,400.00 Euros

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handboo…

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion

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

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people working together—collaborating, supporting, and inspiring one another—to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? https://www.novartis.com/about/strategy/people-and-culture

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

Role Requirements

Primary location salary range
€103,600.00 - €192,400.00
Division
DIV_IM
Business Unit
General Management
Location
LOC_IE
Site
Dublin (Country President Office (CPO))
Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd
Functional Area
FCT_CM
Job Type
Full time
Employment Type
Regular
Shift Work
No
Apply to Job

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