NOVARTIS

Associate Director, Marketing Program Management

Job ID
REQ-10089449
Nov 04, 2026
LOC_MX

About the Role

Key Responsibilities

Strategic Program Leadership

- Lead end-to-end delivery of complex, high-priority marketing and organizational programs.
- Develop and manage project plans, roadmaps, timelines, budgets, resources, and success metrics.
- Ensure projects are aligned with strategic business objectives and deliver measurable value.
- Identify risks, dependencies, and opportunities, implementing mitigation plans as needed.

Stakeholder Management & Communication

- Partner with cross-functional teams and senior leaders across multiple functions and geographies.
- Facilitate governance activities, including Steering Committee and Leadership Team engagement.
- Establish communication strategies that promote transparency, alignment, and successful adoption of program outcomes.
- Influence decision-making through data-driven recommendations and strategic insights.

Operational Excellence

- Apply project management best practices, methodologies, and governance frameworks.
- Drive accountability, structure, and execution discipline across project teams.
- Monitor program performance and proactively resolve issues impacting timelines, budgets, or scope.
- Identify opportunities to optimize processes and improve organizational effectiveness.

Digital Innovation & AI Adoption

- Leverage AI-enabled tools and emerging technologies to enhance project delivery, productivity, and decision-making.
- Promote responsible AI practices, ensuring appropriate governance, compliance, data privacy, and human oversight.
- Coach teams on innovative approaches that improve efficiency and business outcomes.

Change Management & Continuous Improvement

- Support organizational transformation initiatives and evolving business priorities.
- Foster collaboration across global and multicultural teams.
- Contribute to the ongoing development and maturity of project management capabilities across the organization.
- Share lessons learned and best practices to strengthen project execution excellence.

Essential Requirements

Education

- Bachelor's degree in Business, Marketing, Life Sciences, Project Management, or a related field.
- Master's degree and/or MBA preferred.
- PMP and/or Agile/Scrum certifications are highly desirable.

Experience

- Minimum of 7 years of experience in portfolio, program, or project management.
- Experience managing large-scale, cross-functional initiatives in complex organizations.
- Background within the pharmaceutical, biotechnology, healthcare, or consumer packaged goods (CPG) industry preferred.
- Demonstrated success leading multiple simultaneous projects and driving strategic outcomes.

Skills & Capabilities

- Excellent verbal and written communication skills in English.
- Strong stakeholder management and influencing skills, including engagement with senior leadership.
- Ability to lead multidisciplinary teams through ambiguity and change.
- Strong planning, prioritization, organizational, and problem-solving skills.
- Financial acumen and experience managing project budgets and resources.
- Ability to analyze complex information and translate insights into actionable strategies.
- Experience working in global, multicultural, and matrixed environments.

Digital & AI Expertise

- Practical experience using AI and automation tools to improve project outcomes and team effectiveness.
- Understanding of responsible AI practices, including governance, transparency, data privacy, and information security.
- Ability to evaluate and validate AI-generated outputs while ensuring compliance with organizational policies and human oversight requirements.
- Curiosity and commitment to embracing emerging technologies that enhance business performance.

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

Accessibility and accommodation

Novartis is committed to work with and provide reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to tas.mexico@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Novartis tiene el compromiso de trabajar y proporcionar adaptaciones razonables para personas con discapacidad. Si, debido a una condición médica o discapacidad, necesita una adaptación razonable para cualquier parte del proceso de contratación, o para desempeñar las funciones esenciales de un puesto, envíe un correo electrónico a tas.mexico@novartis.com y permítanos conocer la naturaleza de su solicitud y su información de contacto. Incluya el número de posición en su mensaje.

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining 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

Division
DIV_IU
Business Unit
Marketing
Location

LOC_MX
Site
INSURGENTES
Company / Legal Entity
MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.
Functional Area
FCT_MM
Job Type
Full time
Employment Type
Regular
Shift Work
No
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