

# Director, Business Excellence (Renal)

Job ID  
REQ-10027811  
Nov 06, 2024  
USA

## Summary

Location: On-site

This position will be located at the East Hanover, NJ site and will not have the ability to be located remotely. This position will require 10-20% travel as defined by the business (domestic and/ or international)

### About the Role:

The Director, Business Excellence will be responsible for providing ongoing strategic, operational, and business planning to the Product General Manager that will increase impact of our product(s). The Director, Business Excellence role will lead preparations for critical performance reviews, investor relations and business reviews with various leadership teams; as well as lead cross functional team impact reviews to assess progress against KPIs that are integrated across all functions. This individual will also lead strategic core initiatives across the product/ portfolio that will have long lasting impact for patients in need of, or treated with, our products and the ideal candidate is passionate about both strategy, insights and analytics and operational specificity required to translate strategy to impact.

## About the Role

### Major accountabilities:

- Lead strategic, operational, and business planning recommendations/ plans to GM
- Lead integration of product insights from multiple functions to prioritize the most impactful actions
- Lead preparations for impact reviews with various stakeholders across local and global landscape
- Lead creation of investor relations package and narrative for assigned product(s)
- Lead large cross-functional strategic projects that aim to improve operational efficiency and/or result in significant customer impact
- Run the Product Core Team leadership including the setting of priorities, agendas, action items, and follow-ups
- Partner with finance and insights and analytics to identify criteria for, and measure resource allocation decisions
- Ensures alignment to, compliance with, and ownership of all NPC policies, including the Code of Conduct and all applicable laws and regulations.

### What You'll Bring to the Role:

### Education:

- Bachelor's degree required, MBA or Health Policy degree preferred

**Essential Requirements:**

- 8+ years in pharmaceutical, biotech, healthcare, or healthcare consulting industry inclusive of at least 2 different types of cross-functional roles/experience
- 2+ years in project management and translation of strategy into execution
- 2+ years leading complex projects requiring global and local alignment
- Minimum 5+ years commercial experience preferably with multi-functional experience in a pharmaceutical, biotech, healthcare, or consulting environment
- Demonstrated strategic acumen with strong analytical skills and an ability to generate insights and develop relevant action plans
- Strong ability to simplify complex concepts & strategies and “tell a story” orally and in writing
- Ability to lead, manage and motivate teams, with or without authority. Strong influencing skills, and the ability to exercise tact and diplomacy in stressful situations
- Ability to manage multiple priorities and a heavy workload

**Desirable Requirements:**

- Renal experience
- 2+ years within a significant consultancy group
- Global or Regional experience

**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.

The pay range for this position at commencement of employment is expected to be between \$201,600 and \$302,400 per year; however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

**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>

**EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

### **Accessibility & Reasonable Accommodations**

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

US

Business Unit

Innovative Medicines

Location

USA

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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