

# Director, Business Excellence Lead

Job ID  
REQ-10037653  
Jan 27, 2025  
USA

## Summary

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. This individual will play an integral role in driving excellence in execution across the business.

The location for this role is East Hanover, NJ. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager.

## About the Role

### Major Accountabilities

- Lead strategic, operational, and business planning recommendations/ plans to GM. Partner with finance and insights and analytics to identify criteria for, and measure resource allocation decisions
- 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. In addition, lead large cross-functional strategic projects that aim to improve operational efficiency and/or result in significant customer impact
- Lead creation of investor relations package and narrative for specific brand.
- Run the Product Core Team leadership including the setting of priorities, agendas, action items, and follow-ups.

### Education:

- Bachelor's Degree is required in relevant area, MBA preferred or Health Policy Degree.

### Required Experience:

- 8+ years in pharmaceutical, biotech, healthcare, or healthcare consulting
- Cross-functional roles in the US translating strategy into execution
- Leading complex projects with strong project management skills, Global experience is a plus.

### Preferred:

- US Marketing or US Sales experience
- Disease Area experience

The pay range for this position at commencement of employment is expected to be between \$168,000.00 and \$312,000.00 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>

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#### **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.

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