

Consultant - Incentive Design

Job ID
REQ-10042575
Mar 07, 2025
India

Summary

In the CDA team, the consultant role is pivotal in steering cross functional I&A teams and harnessing talent to ensure flawless project execution. This role encompasses managing stakeholder relationships, pioneering innovative solutions, and delivering subject-matter expertise to bolster strategic decision-making and track customer satisfaction. The consultant also collaborates with local support functions to swiftly resolve experience issues.

Beyond this, the consultant role provides role-model leadership within the team, championing internal initiatives that strengthen stakeholder partnerships, foster innovation, cultivate people and culture, and drive operational excellence within the broader I&A group.

About the Role

Consultant

Location – Hyderabad #LI Hybrid

Key Responsibilities:

- Lead end-to-end project management, encompassing requirements gathering, work scoping, project plan development, stakeholder alignment, internal collaboration management, and resource allocation.
- Lead strategic and consulting projects with multiple stakeholders across various NVS organizations (IDS, GBS, CE Ops, CE, Medical, NPS, P&O, and Finance) focused on GTM field strategy, deployment, and enterprise analytics, including:

Enterprise, cross-functional projects guiding resource optimization decisions for function and brand leaders (VPs and above), in alignment with brand strategy.

Launch excellence initiatives, focused on designing optimal GTM field strategy for NVS new launches starting from Launch - 6 months (L-6).

Revisiting field strategy and defining change management plans and execution for events such as field team mergers, team layoffs, LOE, external partnerships, etc.

Role design workshops to identify needs, behaviors, and motivation factors of customers, developing appropriate roles, responsibilities, and strategic imperatives.

Deployment strategy for a range of field and HQ roles, including designing territories with optimal workload and potential, and consolidating local expertise through workshops with business leaders (EDs and VPs).

Talent hiring and placement projects using innovative frameworks driven by robust analyses, technology,

and algorithms.

Execution and tactic effectiveness studies, quantifying impact using established strategic hypotheses, advanced analytics approaches, and consultative skills to synthesize results and communicate findings.

Conducting **incentive compensation plan** health checks for field and HQ roles, designing robust plans through analytics and qualitative interactions with leaders (surveys, interviews, workshops, etc.).

Ad-hoc analytics and strategy projects addressing local business challenges identified through assessments and/or benchmarking.

- Lead the development of consulting analytics, creating new methodologies, frameworks, and SOPs related to GTM strategies, enterprise analytics, and other capability services.
- Ensure the timely delivery of efficient, high-quality outputs to business stakeholders, and promote synergy and the sharing of best practices among cross-functional teams.
- Maintain exemplary communication with all business stakeholders, including internal associates, leaders, and clients, through regular updates focused on achievements, KPIs, best practices, staffing changes, and key events.
- Support team operations by completing project & proposal documentation, post-project activities, and the creation of SOPs, along with ensuring compliance in SNOW and other Ops processes.
- Oversee end-to-end people management responsibilities for 2-4 associates (Levels 3 & 4), acting as a role model for the team by exemplifying Novartis core values and behaviors.

Essential Requirements:

- A graduate degree in an analytical field/ Life Sciences/ Medicine/ Science & Technology
- Experience (8+ years) in mgmt./business consulting projects for pharmaceutical companies
- Experience with commercial, medical, patient services and market access functions
- Experience (4+) in leading projects with cross-functional and cross-location associates
- Experience of working in a matrix and geographically dispersed environment
- Exceptional communications skills to engage senior stakeholders (ED & D) & influence decision-making
- Strong analytical thinking with excellent problem-solving approach and high learning agility
- Proactive and results-focused, with proven ability to provide insights to increase productivity

Desirable Requirement:

- MBA/ Postgraduate in Marketing, Consulting or Analytics focused domains
- Knowledge of other in-scope country languages (German and Japanese), as advantage

Why Novartis: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>.

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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>

Division

Operations

Business Unit

Universal Hierarchy Node

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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