

Manager - Incentive Design

Job ID
REQ-10042580
Mar 07, 2025
India

Summary

The Commercial Design & Advisory group facilitates effective sales execution and Field Force resource allocation decision making by Business Franchises/ Commercial Excellence teams across the globe, through delivery of proven analytics driven projects and assignments.

The purpose of the Manager role is:

- Drive field/ commercial strategy projects with Novartis internal customers (country business units, regional marketing, sales teams, etc.)
- Facilitate data enabled decision-making for business teams by providing and communicating qualitative and quantitative insights.
- Support the team in all business-related tasks / activities, building process documentation and knowledge repositories.
- Support ICS business by involving in various initiatives like knowledge sharing, on- boarding and training support of various associates.

Support the leaders in building business partnerships and managing project delivery end-to-end.

About the Role

Manager

Location – Hyderabad #LI Hybrid

Key Responsibilities:

Co-leading and support delivery of consulting projects for business teams, ensuring adherence to timelines and quality objectives in the following areas:

- Field and commercial strategy design and advisory
- Field Force sizing and structure (sales force, access, medical teams)
- Optimal resource deployment analytics (territory alignment and people placements), leveraging analytical tools & algorithms
- Segmentation, Targeting and Call Plan design
- Incentive compensation plan design, plan health check and field pay calculation strategies
- Ad-hoc field strategy projects based on local business challenges identified through assessments and / or benchmarking
- Ensuring delivery of efficient and high-quality deliverables and, promotes synergy and best practice sharing among resources
- Ensuring exemplary communication with all stakeholders including internal associates, and clients through regular updates with focus on accomplishments, KPIs, best practices, staffing changes and key

events

Essential Requirements:

Graduate degree in an analytical field/ Life Sciences/ Pharmacy/ Medicine/ Science & Technology

- Experience (5+ years) in SFE/ business consulting or pharmaceutical company
- Experience in co-leading/ supporting field strategy projects and working with cross-functional, cross-location project teams
- Experience in working in a matrix and geographically dispersed environment
- Strong analytical thinking with excellent problem-solving approach and high learning agility
- Leading analytics team in designing the analytical models to help execute projects – models would be built using appropriate tools and driven by domain knowledge to drive recommendations
- Strong and proactive business results-focus, and proven ability to provide insights that increase productivity

Desirable Requirement:

- MBA/ Postgraduate in Marketing, Consulting or Analytics focused domains
- In addition to English, knowledge of other in-scope country languages (German and Japanese) would be an advantage
- Should understand pharmaceutical business nuances including for commercial, medical, patient services and market access functions

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>

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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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>

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