

# Consultant - Incentive Design

Job ID  
REQ-10042575  
März 07, 2025  
Indien

## Zusammenfassung

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

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**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>

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Abteilung

Operations

Business Unit

Universal Hierarchy Node

Ort

Indien

Website

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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