

Head of Enterprise Portfolio Insights

Job ID
REQ-10039391
fév 18, 2025
Etats-Unis

Résumé

Location: this role can be based in Cambridge, MA, East Hanover NJ, US or Basel, Switzerland. If applying in Europe, please apply to REQ-10038018.

The Novartis Strategy & Growth team is seeking a new individual to lead the Enterprise Portfolio Insights group. A team of ~40 individuals, charged with collecting R&D project information, analyzing and supporting decisions based on the data, the system to support this effort and supporting the governance process for these decisions.

About the Role

Key Responsibilities:

The Head Enterprise Portfolio Insights, and the group it leads, is responsible for:

- Collecting, analyzing and disseminating information regarding the current status of the business, with emphasis on the pipeline.
- Tracking ECN-mandated projects
- Administration of governance meetings at the IMB and ECN level

The role elevates and systematizes key portfolio-related activities within Novartis:

1. Collects and integrates pipeline and commercial information, ensuring the data is correct, updated and well organized.
2. Improves and systemizes the analysis that sits on top of the data at (1), advances the analysis and presentation of content to the point it is relied on for decision-making by the ECN.
3. Creates and maintains the system that supports the data collection, organization and distribution of portfolio information as the technology client.
4. Advances the systemizing and uniformizing of the models and other data created by various teams. Improves the quality control of Novartis modeling.
5. Organizes and manages S&G teams to deliver the required support.
6. Advances the talent within the group, builds team quality and cohesion.

The role will be responsible for leading and integrating critical work which will involve maintaining continuous improvement in designing and implementing the operating model for EPI and all interfaces across S&G and

beyond.

Drive a holistic portfolio management strategy for sustainable growth in the short, mid and long term:

- Provide a single and independent point of contact for holistic end-to-end Novartis portfolio view and its impact on growth in short, mid- and long-term
- Outline key factors and events that impact growth, portfolio performance and execution (e.g. cycle times, success rates, etc.), and portfolio delivery (e.g. numbers of new NMEs, LCM indications, etc.)
- Own the end-to-end portfolio management for all post-IDPA assets, providing portfolio insights including performance, composition, gaps strategy, resource allocation and provides recommendations to improve portfolio performance

Implement innovative methods and systems to enable well-informed decision-making on the pipeline, develop/enhance portfolio systems capabilities:

- Frame and facilitate decision making with respect to full portfolio and growth in real time, including identifying projects to stop, trade-offs, areas to invest in, and portfolio prioritization, and acts as a thought partner to IMB members
- Accountable for the Novartis enterprise governance process that manages project tollgates, tollgate templates and guidance.
- Establish and maintain the Novartis Executive Advisors network to advise ECN members on pressing and timely topics
- Set standards and ensure that standards (including sales forecast assumptions and PoS assessments) are followed through
- Improve and reimagine portfolio system capabilities (e.g. Andromeda) to visualize portfolio data in compelling ways to monitor and better drive portfolio decisions
- Ensure consistency and transparency in long-term revenue forecasting
- Develop and maintain a consistent evidence-based, transparent, and aligned process for developing and pressure-testing long-term revenue forecasts for pipeline and in-market products
- Ensure updated 10-year revenue scenarios are provided to the ECN on a periodic basis to highlight risks and potential upsides to company aspirations
- Actively engage cross functional teams and executives across Novartis units
- Act as a senior leader, a key member of S&G LT, with a focus on change management
- Enable teams across Novartis to develop strategic goals for the organization, seek input and engage colleagues to make strategic decisions
- Invest in building relationships with others and use the informal structure and culture of the organization to get things accomplished
- Bring people together across organizational and geographic boundaries to achieve results as a team and share best practices
- Operationalize and convert EPI's objectives into motivated, best-in-class people and teams
- Manage the group's organizational effectiveness and change processes as it integrates and transitions, maintaining and elevating the quality of deliverables and outputs.
- Lead, coach, attract, develop, and engage high performing teams, recruiting top talent from diverse internal and external sources to build cognitive diversity and supporting talent management within Novartis.

Minimum Requirements:

Education:

- Advanced degree or equivalent education in life science/healthcare required. MBA or equivalent preferred.

Languages:

- Fluent English (oral and written)

Experience/Professional requirement:

- ≥15 years of pharmaceutical/biotech experience covering different areas of drug discovery, development, and commercial assessment, including working in a global matrix environment
- Strong communicator with experience of driving program excellence, engaging partners, stakeholders
- Previous work experience and leadership in international and multi-disciplinary biopharma teams.
- Strong financial and business acumen
- Track-record of operational innovation
- Strong written & verbal communication skills coupled with excellent problem-solving, negotiation and conflict resolution skills
- Experienced people leader.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$346,400.00 - \$519,600.00 USD per year; however, while salary ranges are effective from 1/1/25 through 12/31/25, 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.

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>

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.

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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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 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

Strategy & Growth

Business Unit

Innovative Medicines

Emplacement

Etats-Unis

État

Massachusetts

Site

Cambridge (USA)

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Alternative Location 1

East Hanover (New Jersey), New Jersey, Etats-Unis

Functional Area

BDL et planification stratégique

Job Type

Full time

Employment Type

Regular

Shift Work

No

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