Executive Director, Portfolio & Early Pipeline Strategy - Immunology

Job ID
REQ-10043895
Jun 27, 2025
USA

Summary

The ideal location for this role is the East Hanover, NJ site but remote work may be possible (there may be some restrictions based on legal entity). If associate is remote, all home office expenses and any travel/lodging to specific East Hanover, NJ site for periodic live meetings will be at the employee's expense. This role may be eligible for relocation. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 25% travel.

The Executive Director, Portfolio and Early Pipeline Strategy
is responsible for leading a team that is cross-functionally accountable for building the foundation for sustainable and profitable growth of the TA over the 10+ year horizon. Fundamental areas of the job include:

1. Building forward looking competitive readiness plans (strategy, tactical and scenario planning) that is rooted in deep understanding of the external competitive environment and our internal product/portfolio strategies. This role ensures our product/portfolio teams are in a constant state of readiness to anticipate and act on external macro-environmental market changes, competitor new launches and other competitor strategies in a legal and compliant manner.

2. Providing input on assets to S&G, GDD and BioMedical Research that ensures maximal commercial viability and launch value generation. This will include Life Cycle Management (LCM) planning for new indications, formulations and labels for in-line products as well as Integrated Evidence Plans and LCM Plans for early pipeline assets (post IDPA until 6 months before FDP).

3. Partnering with US BD&L, US Market Access to providing country level input for BD&L evaluations (anytime post IDPA). This will include input such as TPP development, stakeholder research, DC/IMB prep etc.

4. Support and/or lead strategic evaluations and initiatives that inform the DA and TA strategies and support TA Head with input for TAL (eg. White Papers/Position Papers; what are competitive levers now & future; what are current gaps in portfolio mix; identification of emerging areas of unmet needs, etc)

5. Form and Lead Early Asset Teams to transition assets from S&G to US Commercial 6 months before FDP, contributing to the preparation of the FDP submission package, including commercial strategy, market shaping activities up to transition to a full IPST.

About the Role

Key Responsibilities:

- Perform strategic assessments of select competitor activities, including market situation analysis, strategic forecasting, strategic and operational benchmarking, articulation of implications and drive development of a cross-functional competitive response plan in legal and compliant manner.
- Monitor/benchmark strategic plans and key developments of competitors to provide early warning for potential threats and opportunities for successful implementation of prioritized critical initiatives and tactical plans.
- Proactive surveillance of core Disease Area healthcare & macroeconomic environment including policy, regulatory, health technology to identify threats and opportunities relevant to planning initiatives in the US, and identify business critical trends in advance to drive portfolio growth in the future.
- Drive the design and execution of competitive planning initiatives (competitive simulations) for key products subject to significant competitive events. Ensure the effective implementation and integrity of all competitive and business intelligence activities such as primary research, and other appropriate intelligence gathering and analysis projects through timely and appropriate coordination with team members and external vendors.
- Lead strategic planning for lifecycle management (LCM) across the Therapeutic Area portfolio with focus on maximizing the long-term value of our assets
- Work closely with cross-functional teams including Medical Affairs, Global Drug Development, Strategy & Growth, Novartis Technical Operations, Regulatory, Finance, Supply Chain, Trade and Market Access to ensure realization of LCM priorities. Proactively address/manage risks and issue escalation. Ensure close coordination with peers and key matrix partners, on forecasts and cost projections and appropriate coordination with team members, and external vendors
- Liaison with key cross-functional partners such as Market Access, Medical, BD&L, M&A, Biomedical Research, GDD and S&G teams to develop US go/no-go position on potential asset/company acquisition targets
- Inform commercial implications to early asset development plans (pre-IDPA), as well as drive development of US-centric commercialization strategy for assets in later stages (pre-FDP) to inform strategic product profile development, and ensure transition to established IPSTs as appropriate.
- Develop center of excellence capabilities within the team

Essential Requirements:

- Minimum 10 years of commercial experience with multiple functional experience (ideally including new products/ pipeline/ lifecycle management) in a pharmaceutical, biotech, healthcare, or consulting environment, inclusive of at least 2 different types of cross-functional roles/experience
- Recent US Market experience with launch and various product lifecycle stages
- Experience partnering with Medical Affairs and Global Drug Development to inform strategic choices
- Highly motivated individual who can work with a high degree of autonomy, in a dynamic environment applying creative problem-solving skills and industry knowledge.
- Possess a portfolio approach and experience uncovering and implementing innovative strategies in a competitive marketplace.
- Ability to be a leader and proactive custodian for consistent competitive readiness excellence.

The pay range for this position at commencement of employment is expected to be between $214,900.00 and $399,100.00 a 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.

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

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: https://talentnetwork.novartis.com/network

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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Location
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State
New Jersey
Site
East Hanover
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Functional Area
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Job Type

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Employment Type
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