

# Associate Director, IDS Capabilities

Job ID  
REQ-10046995  
Apr 02, 2025  
USA

## Summary

The location for this role is East Hanover, New Jersey.

## About the Role

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting to the ED, IDS Capabilities, this role is crucial in fostering a culture of innovation and excellence within the IDS function. The role is designed to integrate capabilities, communities, and collaboration across IDS, ensuring alignment with organizational objectives and evolving needs.

This role plays a pivotal role in shaping the future of IDS by facilitating learning programs and knowledge sharing, monitoring the impact of these initiatives, and continuously improving their effectiveness. By staying informed of industry trends and best practices, the role ensures that IDS capabilities remain cutting-edge and competitive, ultimately supporting the broader goals of the IDS pillar to drive functional excellence and organizational impact.

## Key Responsibilities:

- Integrate capabilities, communities, and collaboration across IDS to drive functional excellence and organizational impact
- Present and facilitate learning programs that address current and future needs, with special attention to newer IDS capabilities like proactive data strategy, AI prototyping, insight synthesization, etc.
- Monitor alignment of IDS capabilities with organizational objectives and evolving needs
- Facilitate knowledge sharing, collaboration, and continuous improvement through communities of practice
- Monitor the impact of these communities and develop insights on how to continuously improve their effectiveness
- Regularly evaluate progress and impact, developing and providing actionable insights and recommendations for further development

- Stay informed of industry trends and best practices to ensure IDS capabilities remain cutting-edge and competitive

### **Essential Requirements:**

Novartis seeks an individual with extensive experience in the pharmaceutical or healthcare industry, with a deep understanding of product lifecycle management, and market dynamics. A proven track record in brand performance management, marketing, or a similar role, the person should demonstrate the ability to develop and implement brand strategies that drive market share and revenue growth. The candidate should foster a collaborative and innovative work environment.

### **Education** (minimum/desirable):

Bachelor's degree in related field is required; Master of Science and/or MBA strongly preferred

Additional qualifications are as follows:

- 6-8 years of experience in the pharmaceutical or healthcare industry, particularly in roles related to innovation, learning and development
- Strong understanding of AI, machine learning, and data strategy development.
- Experience in an insights, analytics, or decision science role, with a deep understanding of the methodologies, tools, and best practices required to generate high-quality insights
- Experience in developing and facilitating learning programs and workshops
- Ability to monitor and evaluate the effectiveness of programs and initiatives, providing actionable insights
- Strong leadership skills with a focus on fostering collaboration and continuous improvement
- Up-to-date knowledge of industry trends and best practices in data science and analytics
- Demonstrated ability to align data capabilities with business objectives and drive strategic impact

The pay range for this position at commencement of employment is expected to be between: \$152,600.00 and \$283,400.00/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>

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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](mailto: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

US

Business Unit

Universal Hierarchy Node

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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