

# Director, Integrated Field Insights & Analytics-CRM

Job ID  
REQ-10047138  
May 09, 2025  
USA

## Summary

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 15% travel

## 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 into the ED, Integrated Field Insights & Analytics, this role is pivotal in transforming functional area strategies by bridging insights and capabilities from IDS with business needs.

The Dir, Integrated Field Insights & Analytics collaborates closely with the field team leadership (CE, NPS, Medical, TLL) to refine analyses and sharpen strategic recommendations for their TA, ensuring alignment with organizational goals.

This role will work with other members of IDS fostering a culture of innovation and thought leadership, challenging established norms and driving excellence in product strategy. This role supports seamless connectivity and collaboration across IDS functions, delivering and integrating insights to create robust action plans and elevate strategic recommendations for field functions under their TA.

## Key Responsibilities:

- Deliver insights from across IDS to enable Field Teams for their TA to make smarter, data-driven decisions
- Elevate decision making across field functions by delivering integrated insights
- Collaborate with the leadership across TA to further refine analyses & sharpen insights / recommendations
- Drive prioritization of IDS efforts (field analytics) for their TA, ensuring focus on high-impact opportunities
- Coordinate between field and non-field component of the function (e.g. NPS field and non-field)
- Serve as the primary IDS point of contact for the field component of a function (i.e. the “front door” to IDS)

for the field team), and drive and enable broader IDS coordination and access for field teams under their TA. Coordinate with the Forecasting and CE Operations teams to make sure appropriate territory level goals for their TA are integrated into the IC process

- Implement strong collaboration and alignment practices across IDS functions. Serve as key member of the IDS POD supporting IPSTs
- Draft workplan and deploy resources to generate analyses, incorporating into an integrated narrative
- Actively engage with NVS stakeholder functions to facilitate the development of the field data strategy by working closely with other IDS teams to identify and document field data requirements, ensuring seamless integration with business processes and alignment with KPIs

Novartis seeks an experienced, dynamic leader with a proven ability to synthesize and align insights to enable data-driven decision-making that addresses critical business challenges. The ideal candidate will have a deep understanding of therapeutic area strategy and field analytics, with demonstrated success in shaping strategic direction in partnership with senior leaders. Expertise in delivering integrated insights and prioritizing resources to deliver high-impact solutions is essential.

This individual will excel at collaborating across cross-functional teams, developing talent, and driving a culture of innovation and thought leadership. A commitment to delivering actionable insights that empower smarter decisions and advance organizational goals is vital to this role.

#### **Essential Requirements:**

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

- Minimum of 8 years of experience in the pharmaceutical, biotech, or healthcare industries, with a strong focus on strategic insights, decision science, and/or analytics
- Deep understanding of therapeutic area, including business development and launch planning, and early asset strategy.
- 3-5 years of domain expertise in these areas are highly desired: secondary data analytics, data science, primary market research, field analytics and insights, market access and patient service analytics, or other related strategic analytics and management consulting
- 3-5 years of people management experience. Proven track record of enabling data-driven decision-making at a senior leadership level, including addressing complex business challenges and shaping organizational strategy particularly in therapeutic areas.
- Strong background in integrating insights across diverse data sources and aligning them with business priorities to drive impactful results.
- Excellent communication skills, capable of effectively collaborating with senior leadership and aligning diverse teams around strategic goals.
- Hands-on experience working with senior executives, such as SVPs or equivalent, to refine analyses, sharpen insights, and influence strategic recommendations.
- Experience working in cross-functional and matrixed teams, with demonstrated ability to collaborate across functions such as commercial, R&D, and medical affairs.

The pay range for this position at commencement of employment is expected to be between \$185,500.00 and

\$344,500.00 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>

#### **EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

#### **Accessibility & Reasonable Accommodations**

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

Site

Remote

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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