

# Associate Director, Portfolio Analytics

Job ID  
REQ-10056281  
Jun 30, 2025  
USA

## Summary

Location: Cambridge, MA US

LI - #hybrid

The Novartis Strategy & Growth team is seeking an Associate Director of Portfolio Analytics who will serve as a strategic partner to senior leadership and R&D teams, delivering real-time portfolio insights and financial analysis to inform decision-making and portfolio prioritization. This role combines traditional portfolio analytics responsibilities with project- and asset-level strategic decision support – acting as a liaison with research and development units, driving rigorous valuation and scenario planning efforts, and providing development area/unit-specific insights to guide our pipeline strategy.

## About the Role

### What you will be doing:

- **Holistic Pipeline Assessment & Portfolio Reviews:** Support ongoing portfolio assessment and portfolio prioritization by providing a timely, holistic picture of the pipeline. Monitor and communicate the impact of recent internal and external events and decisions on short-, mid-, and long-term portfolio growth to ensure a comprehensive understanding of pipeline status
- **Portfolio Reporting & Insights:** Create and maintain regular reporting on the pipeline — covering dimensions of value, strategic fit, and execution — to give stakeholders a clear and data-driven view of pipeline status and progress. Ensure consistency of portfolio information for internal decision-makers and for external reporting requirements (e.g. annual reports, regulatory filings)
- **Governance Decision Support:** Contribute insights to inform portfolio governance decision-making on project trade-offs and investment decisions (e.g. internal pipeline projects vs. external Business Development & Licensing opportunities). Prepare project assessments and portfolio positioning analyses in partnership with Strategy & Growth (S&G) and other key stakeholders to support these trade-off decisions
- **Valuation & Scenario Planning:** Provide valuation expertise by delivering in-depth financial analysis of development programs. Manage project and asset assessments and support resource/funding decisions through detailed decision analytics and scenario planning exercises. This includes leveraging DCF (discounted cash flow) models and forecasting to evaluate potential value and return on investment for pipeline projects
- **Disease Area/Development Unit (DA/DU) Insights:** Produce DA/DU-specific portfolio analytics and benchmarks for senior leadership, supporting strategic decision-making and effective resource allocation within specific therapeutic or development units

- **Integrator & Relationship Management:** Act as an integrator and key relationship manager for the pipeline. Serve as a key partner to Biomedical Research, Development, Commercial, and S&G units by providing strategic and financial insights and acting as a liaison for all pipeline-related matters
- **Tools & Capabilities Development:** Establish and drive innovative portfolio analytics tools and systems to standardize data inputs (such as probability of success and valuation metrics) for portfolio reporting and assessment. Advance our capabilities in pipeline modeling and simulation to enable robust scenario planning and data-driven decision support
- **Functional Leadership:** Contribute to the continued build-out of the Enterprise Portfolio Insights function. Act as an influential ambassador and portfolio analytics expert to the broader organization, championing best-in-class practices and a culture of data-driven decision making

#### What You'll Bring to the Role:

- **Education:** Degree in business (MBA preferred) or an advanced scientific degree
- **Industry Experience:** 5+ years of significant pharmaceutical industry experience with exposure to research, development and/or commercialization processes
- **Cross-Functional Leadership:** In-depth cross-functional team experience (e.g. project management or similar leadership roles in drug development). Experience in a major consultancy with work on international, multidisciplinary drug development teams can be considered equivalent
- **Analytical Skills:** Proven experience in handling and modeling complex financial and commercial data, with in-depth knowledge of forecasting and valuation methodologies. Familiarity or direct experience with applied decision analysis, R&D portfolio management, simulation techniques, and/or data science is a plus
- **Strategic Insight:** Excellent understanding of the biopharmaceutical R&D business and a deep awareness of the global competitive landscape in pharma
- **Communication:** Excellent oral and written communication skills, including a strong track record of developing senior management-ready presentations
- **Organizational Skills:** Strong planning and organization abilities to manage complex projects and analyses
- **Influence & Collaboration:** Demonstrated ability to lead and influence in a cross-functional, matrix environment without formal authority, building strong partnerships across teams

#### Novartis Compensation Summary:

The salary for this position is expected to range between \$145,600.00 and \$270,400.00 USD per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

**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

Corporate

Business Unit

Innovative Medicines

Location

USA

State

Massachusetts

Site

Cambridge (USA)

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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