

Director, Launch and Commercial Excellence LACan

Job ID

REQ-10040079

Jun 03, 2025

USA

Summary

The Launch and Commercial Excellence lead will champion and gatekeep the launch readiness strategy and commercial excellence regional ambition, leveraging strong commercial excellence capabilities while helping to co-ordinate the execution of commercial plans and growth initiatives across the regional team and region. This role demands a strategic and dynamic leader capable of driving integration of insights into decision making, excellence in execution and enterprise mindset to ensure alignment with the overall regional business objectives.

About the Role

Major Accountabilities:

Commercial Excellence:

- Lead patient trackers and commercial metrics at regional level, guiding and coaching Country organizations to achieve the expected outcomes.
- Build strategic functional commercial capability plan and implement within commercial function.
- Deliver tactical and strategic analyses for the portfolio based on business intelligence.
- Oversee regional performance, market share and integrated business insights, strengthening a data-driven decision-making culture.
- Deploy VoC strategy and integration into commercial KPIs
- Design, coordinate, support commercial business decisions
- Support countries to strengthen their smart analytics capabilities to enable ICE WoW

Launch Excellence:

- Establish and harmonize launch excellence WoW across region for both market archetypes (large and midsize)
- Drive the Launch Readiness review agenda across the region
- Support the NPP community across LaCan
- Represent LaCan in international launch committee to ensure strategic alignment

One Brand Planning

- Lead the One Brand planning governance and implementation
- Facilitate OBP adaptations to reflect country needs and dynamics while ensuring full compliance to CLS framework.

- Partner with local and regional TAHs to identify opportunities of cross-country collaborations

Talent and Culture

- Role model and foster the culture that empowers with accountability, enables collaborations, and drives performance as ONE regional team

Key Performance Indicators

Patient trackers implementation Level up of smart analytics capabilities for non ICE countries/brands

Integration of VoC into commercial dashboards Commercial capabilities plan roll out Launch Excellence

framework implementation Full compliance with OBP framework

Ideal Background

Experience

- Experienced in product launches within the pharma industry
- 10+ years pharmaceutical experience in Commercial and/or Marketing
- Leading large and/or diverse multi-functional teams.
- Brand Management at country level.
- Project Management.
- Sales / marketing leadership.
- Operations Management and Execution Superior communication and interpersonal skills, with the ability to influence and engage stakeholders at all levels.
- Embraces and drives change, continually seeking ways to improve and innovate.
- Results-Oriented: Focused on achieving measurable outcomes and delivering value to the business.
- Strong financial and business acumen.
- Fosters an Enterprise-first culture / mindset
- Demonstrates high emotional intelligence, connects cross-divisionally to build alignment

The pay range for this position at commencement of employment is expected to be between \$185,500.00 and \$344,500.00 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.

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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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Division

International

Business Unit

Universal Hierarchy Node

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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2. <https://talentnetwork.novartis.com/network>
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