

# Director, Human Insights Enablement

Job ID  
REQ-10055640  
Jun 23, 2025  
USA

## Summary

This position will be located at the East Hanover, NJ location and will not have the ability to be located remotely.

## About the Role

### Job Purpose:

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 VP, Head, Human Insights & Analytics, this role is crucial in transforming data into strategic insights that drive impactful marketing decisions.

The Director, Human Insights Enablement plays a pivotal role in enabling insights across the organization and transforming the way we develop and build insights, and how Novartis implement these to drive formidable strategies.

This role collaborates closely with the key leaders in the Human Insights & Analytics team to enable cross domain and cross functional collaboration and enable us to deliver holistic view of patients and providers based on combination of output from primary research, analytics, and behavioral science.

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. Acting as a central point of contact, this role facilitates seamless connectivity and collaboration across IDS functions, integrating and synthesizing insights to create robust action plans and strategic recommendations for functions.

## Key Responsibilities

### Enable collaboration and process excellence within the Human Insights & Analytics team

- Design, codify, and implement processes across the Human Insights & Analytics team to drive continuous improvement
- Support members of the leadership team in key areas that increase effectiveness of each domain

- Develop and Implement new ways of working and lead initiatives aimed at increasing agility and efficiency

### **Drive operational rhythm**

- Structure the HI&A operations, including leading planning cycles and communications.
- Enable leadership alignment, focus, and strategic resources allocation
- Foster transparency and follow-through across high-priority initiatives.

### **Deliver special initiatives**

- Identify opportunities to generate impact and build out plan to address
- Serve as point person for strategic IDS initiatives

### **Essential Requirements**

Novartis is seeking an experienced and dynamic leader to advance our marketing initiatives through data-driven insights informing execution of tailored content strategies. This role requires a deep understanding of data analytics and insights to support strategic marketing decisions. The ideal candidate will possess a deep understanding of the pharmaceutical landscape, with proficiency in interpreting complex data to inform decision-making and drive marketing effectiveness. This role requires a leader who excels in fostering collaboration across cross-functional teams, developing talent, and cultivating a culture of innovation. The ED Marketing will establish a robust framework for delivering integrated and actionable insights, empowering strategic initiatives and advancing marketing opportunities.

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

- - Minimum of 6 years of experience in the pharmaceutical or healthcare industry, with a strong focus on marketing strategy, data analytics, and insights
  - A bachelor's degree in Life Sciences, Marketing, Business Administration or a related field; an MBA or advanced degree is strongly preferred
  - Minimum of 5 years of domain expertise in these areas are highly desired: marketing, data analytics, market research, or other related strategic analytics and management consulting
  - Minimum of 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 analytical background, strategic thinking and problem-solving skills, with the ability to analyze complex and dynamic data sets into actionable insights and aligning them with business priorities to drive impactful results
  - Strong analytical background, strategic thinking and problem-solving skills, with the ability to synthesize and align insights from across Human Insights & Analytics teams that will enable targeted content strategies and data-driven decisions to address key business challenges and opportunities for NVS Marketing functions
  - Excellent communication skills, capable of effectively collaborating with leadership across NVS and IDS functions and present complex insights effectively to diverse audiences
  - Experience in leading cross-functional and matrixed teams, with demonstrated ability to maintain

flexible collaboration with diverse teams including IDS and NVS functions to meet strategic objectives

- Ability to thrive in a fast-paced, dynamic environment and adapt to changing business needs and priorities

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

**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  
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  
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