

Vice President, Head Launch Machine

Job ID

REQ-10056279

Jun 30, 2025

USA

Summary

This position will be located at the East Hanover, NJ site and will not have the ability to be located remotely. This position will require approximately 25% travel as defined by the business (domestic and/or international). Please note that this role would not provide relocation, and only local candidates will be considered.

About the Role

The VP, Head Launch Machine is a Senior medical leader responsible for overall strategic and operational medical, scientific, functional and educational programs of global, region or country medical function. Lead the assigned medical teams and ensure close team collaboration with key internal partners (e.g. Global Drug Development, Market Access and Commercial) as well as external stakeholders through trustful engagement with key Medical Experts, health care providers and patient associations

Your responsibilities will include, but are not limited to:

- **Grants and Medical Education** – Oversees all NOGE supported continuing medical education initiatives and the implementation of Novartis policies and procedures in alignment with external regulations driving high external stakeholder experience.
- **Resource Forecasting & Budgeting** - Oversees NOCC personnel administering budget & resource planning (in collaboration with Director Business Planning & Strategy). Ensures USMA adheres to budget/forecast accuracy, financial metrics, operating budget, and external spend. Including resource management planning process and annual budget plans for USMA.
- **Program Management** – Oversees NOCC personnel supporting Medical Strategy Teams (MSTs) with best-in-class project management tools and processes in the day-to-day practice across Program Management activities in USMA. Drives and inspires a cultural shift to agile methodologies, continuous learning, customer value and accelerated delivery.
- **Content Development & Content Review** - Drives and delivers scientific content, in-line with external stakeholder needs and NVS priorities through US and NOCC resources. Develops publication plan in-line w/scientific narrative; ensures timely and rigorous publication execution. Manages promotional and educational review processes in-line with established guidelines. Leverages cross functional operational tools and capabilities ie agency management/rate cards and production capabilities being established in NOCC and with marketing. Facilitates accurate and efficient responses to medical inquiries.
- **People Management** - Identify, attract, and develop a best-in-class medical talent in partnership with P&O. Ensure effective coaching and training to build technical and leadership skills for maximum performance and long-term succession planning. Cultivate an inclusive, high performance environment that values and leverages diversity of thinking, style and experiences. Serve as active member of US Medical Affairs Leadership Team contributing to drive innovation and excellence across the Medical and broader US Commercial organization; model and encourage the inspired, curious and unbossed US

Commercial culture.

- **Strategic Enterprise Leadership & Operational Effectiveness** - Strategically lead and transform initiatives at a broad level, enhancing USMA's ability to adapt and innovate. Build and orchestrate networks beyond the US across NOCCs, navigating complex environments with agility to drive continuous change. Identify and leverage opportunities to implement innovative approaches that influence and advance progress. Communicate effectively across teams and stakeholders, clearly articulating data-driven messages to support informed decision-making

What you'll bring to the role:

Required Experience:

- 12+ years' in pharmaceutical, biotech, healthcare consulting, healthcare technology & device, healthcare marketing, or consulting firms.
- 5+ years' experience managing, leading and developing people required with 3+ years in line function experience.
- Previous experience leading larger-scale business planning processes, to include development and implementation of such plans, goals and metrics
- 5+ years of experience working with a Matrix organization; strong ability to think critically across a complex matrix organization, influence laterally, and work in a multidisciplinary team
- Prior experience as a member of a scientific line function Leadership team
- US experience preferred
- **Extensive Pharmaceutical Industry Experience:** Proven expertise within large pharmaceutical organizations, encompassing medical and development knowledge. Excellent understanding of medical communications and medical information settings and of US regulations for drug promotion/advertising and labeling.
- **Demonstrated Business Impact:** Track record of delivering significant business results both directly through U.S. teams and indirectly via global leadership of NOCC functions.
- **Strategic Enterprise Acumen:** Ability to shape and drive the organization's future direction in alignment with overarching business strategies set by leadership.
- **Complex Problem-Solving and Innovation:** Expertise in navigating complex, multi-functional and multi-location environments using innovative solutions, along with strong negotiation and persuasion skills at senior leadership levels.
- **Technology-Driven Transformation Leadership:** Proven success in leading transformative change initiatives, including the adoption of AI, automation, and other technologies to enhance productivity and foster innovation.

Education:

- Advanced degree in scientific discipline required.
- Doctorate (MD, PhD, PharmD, etc.) degree preferred.

Novartis Compensation and Benefit Summary:

The pay range for this position at commencement of employment is expected to be between \$274,400 and \$509,600 per year; however, while salary ranges are effective from 1/1/24 through 12/31/24, 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 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

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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