

Director, IDS Functional Reporting

Job ID
REQ-10056523
Jul 01, 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 to the Head, Access and Reimbursement Insights & Analytics (ARIA), the Director, Functional Reporting will be a part of the ARIA leadership team to support IDS's ambition to turn data into a strategic asset to drive actionable insights across the organization. This role will also ensure that all personas in the Market Access and Novartis Patient Support teams are able to access insights through automated dashboards. You will collaborate closely with functional leadership team and each customer personas to understand data insights needs, capture user requirements, dashboard design, and oversee dashboard delivery in partnership with our offshore teams. This role supports various virtual customer facing teams and HQ users and will play a critical role in ensuring insight visibility.

Key Responsibilities:

- Lead and manage the performance of the ARIA Functional Reporting Center of Excellence (25+ FTEs across US and India) by demonstrating a very strong understanding of market access and patient services, including business processes, operational flows, program design, and operational challenges.
- Build strong relationships with key market access and Novartis Patient Support stakeholders to conduct strategic roadmap reviews and analytics deep-dives with stakeholders
- Translate business priorities/challenges/key business questions into data insights for all Access & Reimbursement personas
- Co-define indicators of performance and quality metrics in partnership with the ARIA LT and functional leadership teams
- Deliver insightful and actionable insights and analytics for the Access & Reimbursement teams through automated dashboards
- Accountable for partnering with offshore teams to provide data requirements that meet ARIA business requirements
- Operate as leader of the reporting Agile team who serves as the customer proxy responsible for working

- with analytics teams and other stakeholders to define and prioritize stories in the team backlog
- Manage department budget and resources including data sources, services and analytics subscriptions; creatively solve for missing information using internal and external sources.
- Facilitate effective communication with key stakeholders to maintain alignment and transparency
- Promote a culture of continuous improvement by using data insights to refine market access strategies and enhance outcomes

Essential Requirements:

Novartis seeks individual with extensive experience in pharmaceutical market dynamics, with a strong focus on market access, patient services and performance reporting. The individual should have a proven track record of leading an agile data, analytics and dashboard scrum teams to deliver automated dashboards to HQ and virtual customer facing personas. The candidate must demonstrate expertise in developing and communicating access strategies to healthcare professionals, ensuring alignment with regulatory standards.

Education: Bachelor's Degree in relevant area. MBA or Advanced degree in quantitative subject (e.g., Data Science, Statistics, Economics, Social/Life Sciences) strongly preferred

- Minimum of 12 years of experience operating as a product owner in agile or scrum, business analyst and/or system analyst, reporting product owner preferred
- Minimum of 5 years of experience in Patient Services or Market Access or sales / marketing in the pharmaceutical industry
- Demonstrated experience of delivering real-time operational insights in patient services and reimbursement operations, strongly preferred.
- Influential leader, who can integrate operational and strategic business functions by establishing strong partnerships along the value chain
- Ability to develop people, skills in coaching, mentoring, and teaching on the job
- Demonstrated partnering and influencing skills, stakeholder management, project management, people management
- Success in the areas of commercial pharmaceuticals and a track record of execution, handling complex analysis, and results
- Experience analyzing complex situations and processes and effectively integrating and synthesizing the data to form a complete cohesive picture
- Ability to work in a fast-paced team environment and handle multiple projects and tasks
- Demonstrated ability to synthesize information to develop recommendations, and ability to persuade / influence organization pursuit of recommended path
- Effectively manage multiple ongoing projects and programs to ensure deadlines are met
- Ability to analyze problems, identify alternative solutions and implement recommendations for resolution

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 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

No

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