

## Director, Future Field Engagement Strategy – Capabilities

Job ID  
REQ-10073457  
мар 13, 2026  
CLIA

### Сводка

#LI-Remote

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 30% travel.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible to you.

Company will not sponsor visas for this position.

The Director, Future Field Engagement Strategy – Capabilities shapes the next generation of field capabilities at Novartis, envisioning what it takes for our teams to succeed in evolving engagement models. This role defines a future-ready capability framework – articulating the skills, mindsets, and behaviors that will enable the field organization to adapt, grow, and thrive over time. Through close cross-functional partnership, the Director, Future Field Engagement Strategy – Capabilities aligns brand and commercial priorities and builds a clear capability roadmap that translates strategy into action. By focusing the organization on what to build, train, and prioritize – and why it matters – this role helps ensure our field teams are prepared for long-term success in a rapidly changing healthcare landscape.

### About the Role

#### Key Responsibilities:

- Shape and articulate a bold, future-focused vision for field capabilities that supports Novartis' transformation and long-term growth.
- Design and evolve a scalable, adaptable capability framework that defines the skills, behaviors, and mindsets needed for success in modern and emerging engagement models.
- Partner across commercial, brand, medical, and field teams to ensure capability priorities are fully aligned with business strategy and enterprise objectives.
- Translate organizational needs and market dynamics into clear, actionable capability recommendations that resonate across stakeholders.
- Champion innovative approaches to capability building, drawing on digital learning, experiential pilots, and leading external practices.
- Identify and validate future skills through pilots, benchmarking, and continuous scanning of industry and competitive trends.
- Develop and maintain a clear capability roadmap that guides what to build, enable, and prioritize over time.
- Define practical tools, resources, and frameworks that support the adoption and sustainment of new capabilities across the organization.
- Establish meaningful metrics and feedback loops to assess capability adoption, proficiency, and business impact.
- Use insights from performance and adoption data to continuously refine capability strategy and maximize organizational readiness.

#### Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 8+ years' experience in pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, technology, or B2B sectors.
- Demonstrated success building future-ready capability strategies and long-term roadmaps that enable enterprise transformation.
- Deep experience designing and activating capability frameworks for large, customer-facing or field-based organizations.
- Proven ability to translate business strategy into clear, actionable skills, behaviors, and operating models that support evolving roles and engagement models.
- Strong understanding of modern customer engagement approaches, including account-based models and the dynamics of healthcare or similarly complex B2B environments.
- Experience leveraging data, market insights, and external best practices to inform capability priorities and drive meaningful impact.
- Exceptional communication and influence skills, with a track record of leading change and partnering effectively across matrixed organizations.

#### Desirable Requirements:

- Advanced degree (MBA, MS, PharmD, PhD), with experience leading transformation or capability-building initiatives within consulting, startup, or large-scale enterprise environments, with exposure to modern customer engagement or field models across global or multi-market settings.
- Demonstrated ability to foster innovation, agility, and continuous improvement by integrating digital, experiential, and blended learning approaches into capability strategies.

#### Novartis Compensation Summary:

The salary for this position is expected to range between \$185,500 and \$344,500 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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

**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.

Дивизион

US

Business Unit

General Management

Место

США

Состояние

Remote, US

Сайт

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

Dallas (Texas), Texas, США

Alternative Location 2

East Hanover (New Jersey), New Jersey, США

Alternative Location 3

Seattle (Washington), Washington, США

Alternative Location 4

Tampa (Florida), Florida, США

Functional Area

Продажи

Job Type

Full time

Employment Type

Regular

Shift Work

No

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