NOVARTIS

Director, Field Enablement & Adoption

Job ID
REQ-10080092
Ноя. 19, 2026
США

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, Field Enablement & Adoption is a senior people leader responsible for ensuring that digital tools, AI enabled workflows, and new ways of working become standard work in the field—not optional add ons or one off deployments. The Director leads a dedicated enablement and adoption team focused on readiness, workflow translation, hands on learning, and sustained behavior change. It ensures that once solutions are ready to deploy, the field is prepared to use them confidently, consistently, and effectively—without creating additional burden for Therapeutic Area leaders or enterprise delivery teams. The role is deeply technical and workflow oriented, requiring strong fluency in modern digital tools, AI assisted workflows, and field execution realities. The role has accountability for field readiness, adoption patterns, and execution confidence at scale.

About the Role

Key Responsibilities:

- Lead, coach, and develop a team of Field Enablement & Adoption leaders, setting high standards for technical fluency, field credibility, and execution discipline.
- Build deep capability across the team in workflow-first enablement, AI-assisted experiences, role-based learning, and reinforcement strategies.
- Own the design and execution of field readiness and adoption strategies for new tools, workflows, and AI-enabled capabilities.
- Deliver structured, scalable enablement programs (e.g., learning series, role-based training, office hours, sandbox environments).
- Ensure field teams can practice new workflows and tools in realistic environments before they are expected to use them live.
- Ensure AI-enabled workflows (e.g., copilots, automation, guided decision support) are introduced with clear intent and guardrails and trust and usability considerations.
- Translate emerging digital and AI capabilities into practical, confidence-building field experiences.
- Define and track adoption and readiness signals (usage patterns, confidence indicators, friction points).
- Establish feedback loops with the field to identify where enablement, workflow fit, or reinforcement needs adjustment.
- Partner with cross functional teams including Field Intake and Business Requirements, Experimentation and Pilots, and Enterprise Delivery.

Essential Requirements:

- Bachelor’s degree required from 4-year college or university; STEM, Engineering, Computer Science, Information Systems, or equivalent technical background strongly preferred.
- 8+ years’ experience in digital enablement, workflow transformation, product adoption, or execution-focused roles in complex, matrixed organizations including pharmaceutical, biotech, healthcare, or similarly structured industries. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors.
- Proven people-leadership experience, including building and developing high-credibility, field-facing teams.
- Strong technical fluency across modern digital tools, workflow platforms, and AI-assisted experiences.
- Demonstrated ability to translate technology into practical changes in how work gets done.
- Excellent stakeholder leadership and communication skills, with the ability to drive adoption under continuous change.

Desirable Requirements:

- Experience supporting large, geographically dispersed field or customer-facing organizations.
- Hands-on experience with enablement models such as sandboxes, role-based learning, and continuous reinforcement.

Novartis Compensation Summary:

The salary for this position is expected to range between $160,300 and $297,700 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 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.

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US
Business Unit
General Management
Место
США
Состояние
Remote, US
Сайт
Remote Position (USA)
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
Информационные технологии
Job Type
Full time
Employment Type
Regular
Shift Work
No

Job ID
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