

ED, Engine Lead (2 Positions)

Job ID
REQ-10086149
avr 21, 2026
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Сводка

#LI-Hybrid

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 travel as defined by the business (domestic and/ or international).

Ready to help redefine how one of the world's leading healthcare companies delivers transformation at scale? As the Executive Director, Engine Lead, you will have the unique opportunity to shape enterprise-wide change by leading the design, delivery, and adoption of strategic transformation engines that drive measurable value for patients, customers, and associates. This highly visible leadership role sits at the intersection of business strategy, technology, data, and organizational change, bringing together diverse teams to redesign workflows, accelerate innovation, and deliver sustainable impact. If you thrive in complex environments, enjoy influencing senior leaders, and are passionate about turning bold ideas into scalable solutions, this is your opportunity to help transform the future of healthcare at Novartis.

About the Role

Key Responsibilities:

- Define the Engine vision, strategic objectives, outcome measures, and value realization framework.
- Own the integrated roadmap, aligning priorities, dependencies, resources, and execution across teams.
- Lead end-to-end workflow redesign to improve customer, associate, and business outcomes.
- Drive cross-functional transformation across business, technology, data, and enabling functions.
- Establish governance, decision rights, and escalation pathways to accelerate delivery and remove barriers.
- Monitor adoption, business impact, risks, and milestones, implementing corrective actions when needed.
- Influence enterprise portfolio decisions through evidence-based recommendations and prioritization.
- Build alignment and accountability among senior leaders, sponsors, and transformation partners.
- Lead implementation, stabilization, scaling, and continuous improvement of Engine initiatives.
- Capture and share best practices, reusable assets, and lessons learned across transformation programs.

Essential Requirements:

- **Education:** Bachelor's degree in business, life sciences, healthcare, strategy, technology, engineering, organizational transformation, or related discipline required. MBA, MS, MPH, PharmD, or equivalent advanced degree preferred.
- 12+ years of progressive experience in enterprise transformation, commercial strategy, operating model redesign, product/digital transformation, management consulting, or complex cross-functional program leadership.
- Experience in pharma, biotech, health tech, top-tier consulting, Big Tech, or scaled digital/product organizations where transformation requires business, technology, data, workflow, and adoption integration.
- Proven success owning large-scale transformation from problem framing through design, implementation, adoption, scale, and measurable value realization.
- Experience defining business outcomes, value cases, roadmaps, decision rights, governance, milestones, dependencies, and benefit owners across matrixed teams.
- Strong understanding of US commercial healthcare/pharma dynamics, including field execution, customer engagement, launch performance, access, medical/commercial interfaces, and enabling capabilities.
- Demonstrated ability to lead senior stakeholders without direct authority and make trade-offs across value, risk, capacity, readiness, compliance, and enterprise scalability.

Desirable Requirements:

- Prior accountability for AI, automation, data-product, customer-experience, field-model, or workflow-reinvention initiatives.
- Experience managing transformation investment, vendor capacity, and value tracking in partnership with Finance, Technology, P&O, Legal, Ethics, Risk & Compliance, and business functions

Novartis Compensation Summary:

The salary for this position is expected to range between \$204,400 and \$379,600 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.

Дивизион
US
Business Unit
General Management
Место
США
Состояние
New Jersey
Сайт
East Hanover
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
Информационные технологии
Job Type
Full time
Employment Type
Regular
Shift Work
No

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3. <mailto:us.reasonableaccommodations@novartis.com>
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