

Director, Future Field Engagement Strategy – Metrics & Incentives

Job ID
REQ-10087168
сен 06, 2026
CША

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 – Metrics & Incentives shapes how success is measured and celebrated across Novartis' evolving commercial organization. This role designs forward-looking performance metrics and incentive frameworks that align with modern engagement models, emerging field roles, and enterprise priorities. By reinforcing the right behaviors and outcomes, this leader helps inspire field teams while driving sustainable customer impact, growth, and long-term competitiveness.

About the Role

Key Responsibilities:

- Architect and lead future-ready measurement frameworks that define how Customer Engagement and Go-to-Market success are assessed across the enterprise.
- Translate complex, aggregated performance signals (e.g., claims, prescribing, payer, CRM insights) into clear, strategic measurement constructs.
- Shape balanced scorecards that intentionally measure both outcomes and critical enterprise behaviors, bringing an outsidein perspective in close partnership with Insights and Decision Science (IDS).
- Serve as a strategic advisor to senior leadership by delivering forwardlooking insights on performance trends, risks, and opportunities, alongside Insights and Decision Science.
- Reimagine incentive compensation strategies to align with evolving field roles, customer archetypes, and modern engagement models.
- Steward incentive frameworks in partnership with Incentive Compensation teams to ensure they are equitable, transparent, and meaningfully motivating.
- Continuously evolve metrics and incentives to reflect market dynamics, transformation priorities, and realworld field feedback, in collaboration with Insights and Decision Science.
- Partner across Insights and Decision Science, Finance, Field Leadership, and field enablement teams to ensure performance frameworks remain grounded, agile, and operationally impactful.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 10+ years' experience in incentive design, performance management, or field operations strategy, withinpharmaceutical, 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, or B2B sectors.
- Deep expertise in incentive compensation strategy, customer engagement metrics, and the levers that drive field performance and motivation.
- Proven ability to design and scale innovative, datadriven models that connect enterprise insights with real-world field execution.
- Strong fluency in healthcare systems, including payer and provider dynamics, enterprise account management, and evolving technology trends.
- Demonstrated success influencing senior leaders and aligning crossfunctional stakeholders within complex, matrixed organizations.
- Exceptional analytical and strategic thinking capabilities, with the ability to synthesize complex data into clear insights, narratives, and action plans.
- Trusted collaborator and communicator, skilled at building relationships, facilitating alignment, and driving outcomes across functions, geographies, and field teams.

Desirable Requirements:

- Experience working with enterprise incentive compensation platforms and advanced analytics tools, including applying these capabilities to geto-market transformation, evolving engagement models, and new role architectures.
- Background in consulting or high-growth environments, with demonstrated success building scalable measurement and incentive constructs across global or multi-market teams while maintaining fairness, comparability, and strategic coherence.

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 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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