NOVARTIS

Senior Manager - IC Design SME

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Сводка

Set the strategic direction and quality bar for US incentive compensation design across a therapeutic area or portfolio. Advise senior leaders on high-impact choices, govern complex designs and use analytics and responsible AI to improve decision quality, speed and consistency.

About the Role

Key responsibilities

1. Portfolio IC strategy and design authority

· Own the IC design framework and portfolio roadmap, ensuring plans reinforce brand strategy, field roles, customer opportunity and enterprise principles.

· Guide pre-launch design under uncertainty, challenge launch assumptions and define adaptation triggers; ensure mature-brand plans remain relevant, differentiated and operationally efficient.

· Act as senior design expert for measures, weights, goals, pay curves, caps, gates, modifiers, contests, awards and exception principles; resolve trade-offs and approve recommendations for leadership review.

· Identify opportunities for portfolio harmonization while preserving justified brand differences; convert retrospectives into standards, playbooks and decision rules.

2. Advanced analytics and insight leadership

· Define the analytical agenda, decision questions, methods, thresholds and escalation triggers for design and health checks.

· Challenge model assumptions across differentiation, payout risk, affordability, fairness, volatility, access effects and geographic or segment bias.

· Integrate IC and commercial indicators to distinguish plan-design issues from execution, data, market or goal-setting issues.

· Provide leadership-ready choices with quantified benefits, risks, sensitivities and recommended actions.

3. Senior leadership engagement and communication

· Lead IC discussions with vice presidents and senior cross-functional leaders, framing decisions in business terms and securing alignment on principles and trade-offs.

· Present concise, defensible recommendations; respond effectively to challenge, ambiguity and competing priorities while maintaining independent judgment.

· Oversee sensitive change narratives for plan approval, field rollout and material design changes; escalate risk clearly and early.

4. AI strategy and responsible enablement

· Define and prioritize the AI roadmap for scenario generation, simulation support, anomaly detection, insight synthesis, design knowledge retrieval and automated quality checks.

· Establish governance for approved data, access, explainability, validation, human review, documentation and monitoring; ensure AI supports accountable IC judgment.

· Sponsor pilots with measurable baselines such as cycle-time reduction, error prevention, broader scenario coverage or faster identification of material outliers.

· Scale proven solutions through common workflows and training; stop or redesign use cases when evidence, control or business value is insufficient.

5. Team leadership, guidance and mentoring

· Provide strategic and technical guidance to managers and IC experts; establish clear quality expectations and coach teams through complex or novel design questions.

· Mentor managers and high-potential talent through regular development conversations, targeted feedback, stretch ownership and exposure to senior stakeholders.

· Build succession depth and communities of practice; create reusable learning assets and ensure critical design knowledge is transferred across therapeutic areas.

· Oversee the portfolio of design and analytical work, balancing strategic value, capacity, dependencies, delivery risk and development opportunities.

Required experience and qualifications

· Bachelor’s degree in business, economics, statistics, analytics, engineering, life sciences or a related field; advanced degree preferred.

- Typically 10+ years of relevant experience, with deep expertise in US pharmaceutical or life-sciences IC design, analytics and governance.
- Proven leadership across pre-launch, launch and mature brands, including complex designs, senior-level approvals and post-implementation evaluation.
- Demonstrated ability to influence vice presidents and senior leaders through concise communication, evidence-based recommendations and sound judgment.
- Experience leading analytics, automation or AI-enabled transformation with appropriate governance and measurable business value.
- Strong record of guiding managers, developing technical talent and leading through ambiguity and competing priorities.

Core capabilities and success measures

IC strategy and design - Sets portfolio direction, resolves novel cases and establishes lifecycle-specific design standards.

Advanced analytics - Defines methods and thresholds, challenges models and converts evidence into strategic choices.

Executive influence - Secures alignment on high-stakes decisions and communicates difficult trade-offs clearly.

AI strategy and governance - Sponsors scalable, human-accountable use cases with measurable benefits and strong controls.

Guidance and mentoring - Develops managers and experts, builds succession strength and raises the technical capability bar.

Quality and governance - Improves portfolio consistency, identifies material risk early and delivers defensible recommendations.

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

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Маркетинг
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Employment Type
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Shift Work
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