

# Manager - Incentive Design

Job ID

REQ-10042580

Mar 07, 2025

India

## Summary

The Commercial Design & Advisory group facilitates effective sales execution and Field Force resource allocation decision making by Business Franchises/ Commercial Excellence teams across the globe, through delivery of proven analytics driven projects and assignments.

The purpose of the Manager role is:

- Drive field/ commercial strategy projects with Novartis internal customers (country business units, regional marketing, sales teams, etc.)
- Facilitate data enabled decision-making for business teams by providing and communicating qualitative and quantitative insights.
- Support the team in all business-related tasks / activities, building process documentation and knowledge repositories.
- Support ICS business by involving in various initiatives like knowledge sharing, on- boarding and training support of various associates.

Support the leaders in building business partnerships and managing project delivery end-to-end.

## About the Role

### Manager

**Location – Hyderabad #LI Hybrid**

### Key Responsibilities:

Co-leading and support delivery of consulting projects for business teams, ensuring adherence to timelines and quality objectives in the following areas:

- Field and commercial strategy design and advisory
- Field Force sizing and structure (sales force, access, medical teams)
- Optimal resource deployment analytics (territory alignment and people placements), leveraging analytical tools & algorithms
- Segmentation, Targeting and Call Plan design
- Incentive compensation plan design, plan health check and field pay calculation strategies
- Ad-hoc field strategy projects based on local business challenges identified through assessments and / or benchmarking
- Ensuring delivery of efficient and high-quality deliverables and, promotes synergy and best practice sharing among resources
- Ensuring exemplary communication with all stakeholders including internal associates, and clients through regular updates with focus on accomplishments, KPIs, best practices, staffing changes and key

events

### **Essential Requirements:**

Graduate degree in an analytical field/ Life Sciences/ Pharmacy/ Medicine/ Science & Technology

- Experience (5+ years) in SFE/ business consulting or pharmaceutical company
- Experience in co-leading/ supporting field strategy projects and working with cross-functional, cross-location project teams
- Experience in working in a matrix and geographically dispersed environment
- Strong analytical thinking with excellent problem-solving approach and high learning agility
- Leading analytics team in designing the analytical models to help execute projects – models would be built using appropriate tools and driven by domain knowledge to drive recommendations
- Strong and proactive business results-focus, and proven ability to provide insights that increase productivity

### **Desirable Requirement:**

- MBA/ Postgraduate in Marketing, Consulting or Analytics focused domains
- In addition to English, knowledge of other in-scope country languages (German and Japanese) would be an advantage
- Should understand pharmaceutical business nuances including for commercial, medical, patient services and market access functions

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**You'll receive:** You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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