

# SFE Field Reporting & Incentive Manager

Job ID

395028BR

May 15, 2024

Australia

## About the Role

Internal Role Title: SFE Field Reporting & Incentive Manager

Location: Sydney, Australia #LI-Hybrid

About the Role:

The SFE Field Reporting and Incentive MANAGER is responsible for developing and implementing strategies to optimize customer facing teams' performance and drive growth and impact. This role involves designing and managing sales incentive programs, analyzing data to identify opportunities for improvement, and collaborating with cross-functional teams to align sales strategies with business objectives.

Key Responsibilities :-

- Design and implement sales incentive programs to motivate and reward sales team members.
- Provide omnichannel data analytics and develop an effective SFE strategy.
- Develop dashboards and reports using multiple datasets and visualization tools.
- Develop sales training programs to enhance the skills and capabilities of the sales team in collaboration with the Head of Capability Building and Excellence.
- Monitor and evaluate the effectiveness of sales strategies and initiatives, adjusting as needed.
- Conduct regular performance reviews and provide feedback and coaching to customer facing team members. Stay informed about industry trends and best practices in sales force effectiveness and incentives.
- Collaborate constructively with Region and International to reach common KPI monitoring on Meaningful Interactions analysis and reporting. Support projects that involve resource allocation

## Diversity & Inclusion / EEO

*We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.*

## Role Requirements

Essential Requirements:-

- Bachelor's degree in business, Marketing, Economics, or a related field.

- 5+ years' experience in Sales Force Effectiveness, Sales Operations, Sales Enablement
- FF/Customer facing incentive scheme management.
- Proven experience with development of dashboards and reports managing multiple datasets and visualization tools (i.e., Alteryx, Power BI, etc.)
- Experience with CRM software (e.g., Salesforce). Experience in analytics and change management.
- Proven experience collaborating with cross functional teams (i.e. Local/Region/Global) .Proven ability to make decisions fast, influencing without formal authority.
- Demonstrate growth mindset, smart risk taking and external focus. In depth understanding of the Pharma market: key dynamics, competitors, local regulations.

#### Why Novartis?

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

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>

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>

**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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Division

International

Business Unit

APMA IMI

Location

Australia

Site

Sydney

Company / Legal Entity

AU Pharma Pty Ltd

Functional Area

Marketing

Job Type

Full Time

Employment Type

Regular

Shift Work

No

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