

# Clinical Operations Country Head France

Job ID

REQ-10071791

Feb 16, 2026

LOC\_FR

## About the Role

Key Responsibilities:

- Trial monitoring strategy: Sets and leads the country Study & Site Operations strategy in alignment with global, hub, and local medical objectives to ensure effective and high-quality trial delivery.
- Allocation, initiation and conduct of trials: Oversees country feasibility, trial allocation, site activation, enrolment, timelines, and resources to ensure successful execution of global development trials.
- Delivery of quality data and compliance: Ensures compliance with GCP, regulatory, and SOP requirements by overseeing data quality, inspections, audits, and continuous quality improvement.
- People and resource management: Leads, develops, and manages Clinical Operations teams and resources to build a high-performing organization aligned with country and hub priorities.
- Budget and productivity: Owns country Clinical Operations budget, headcount, and productivity targets, ensuring efficient delivery against agreed performance goals.

Essential Requirements:

- Minimum 10 years' experience in clinical research - planning/executing and/or monitoring clinical trials with minimum 4 years in a people management role
- Expert understanding of all aspects of clinical drug development and international aspects of drug development process and standards (GCP/ICH), international health authorities (FDA/EMA), local/National Health Authorities regulations and Novartis standards.
- Demonstrates strong strategic leadership and matrix management capabilities, with a proven track record of leading high-performing teams and delivering effective site, financial, and operational outcomes through strong negotiation and problem-solving skills.
- Demonstrates strong negotiation and conflict-resolution capabilities, excellent interpersonal and networking skills, and the ability to communicate and present effectively—both orally and in writing—to senior leaders.

Desirable Requirements :

- Bachelor's Degree in life sciences required; Advanced Degree in scientific or business preferred
- Fluent in both written and spoken English and French

Benefits and Rewards :

- Salary range: 117 520€ - 176 280€
- An annual bonus
- A focus on your career development
- Access to our Quality of Life at work program
- Flexible working
- Advanced social coverage for you and your loved ones
- 27 days of paid leave & 14 days of RTT per year
- Various employee recognition programs

## Role Requirements

**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 \(PDF 30 MB\)](#)

Division

DIV\_GD

Business Unit

Development

Location

LOC\_FR

Site

Paris Headquarter (PHARMA)

Company / Legal Entity

FR12 (FCRS = FR012) Novartis Pharma S.A.S.

Functional Area

FCT\_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

Job ID

REQ-10071791

## Clinical Operations Country Head France

[Apply to Job](#)

---

**Source URL:** <https://prod1.jobapi.novartis.com.cn/req-10071791-clinical-operations-country-head-france>

### List of links present in page

1. <https://prod1.jobapi.novartis.com.cn/req-10071791-clinical-operations-country-head-france>
2. <https://www.novartis.com/about/strategy/people-and-culture>
3. [https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handbook.pdf](https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf)
4. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Paris-Headquarter-PHARMA/Clinical-Operations-Country-Head\\_REQ-10071791-1](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Paris-Headquarter-PHARMA/Clinical-Operations-Country-Head_REQ-10071791-1)
5. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Paris-Headquarter-PHARMA/Clinical-Operations-Country-Head\\_REQ-10071791-1](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Paris-Headquarter-PHARMA/Clinical-Operations-Country-Head_REQ-10071791-1)