

# Head, TCO China

Job ID

REQ-10075344

Apr 07, 2026

LOC\_CN

## About the Role

### Major Accountabilities

Leads the BR TCO China organization in accordance with the global BR TCO clinical strategy, including its targeted build over time, providing strategic and operational steer.

- Oversees the selection and prioritization of compounds/modalities to be developed in China ensuring alignment with Global BR TCO, China Development and China Oncology Business Unit.
- Provides scientific and clinical input on internal and external assets and portfolio areas based on a deep understanding of local life sciences environment and TCO strategy:
  - Represents TCO in Business Development and Licensing (BD&L) due diligence reviews and integrations, managing Novartis and external stakeholders in China.
  - Develops relationships and partnerships in assessing external capabilities in early oncology and explores innovative drug development models in China to shorten the gap of registration timeline between China and global.
  - Identifies opportunities for the introduction of new technologies and spearheads their introduction into TCO programs in China and globally.
- Leads or helps oversee external collaborations, partnering closely with global colleagues across the company.
- Drives China's contribution to early oncology development globally through the strategic incorporation of regional and global elements key to Novartis success in China and Asia.
- Ensures TCO trials are being prepared and conducted scientifically, safely and successfully by ensuring adequate resourcing and support to the TCO China team
- Interacts with the scientific and medical community to establish a qualified network of TCO first-in-human and proof-of-concept sites in China. Build and maintain collaborative relationships with PIs and KOLs who will be engaged long-term for advice and advocacy on the Novartis discovery and early development oncology pipeline in China.
- Represents Novartis early oncology in China in interactions with the regulatory agency NMPA, with HGRAC and with other authorities and decision-making bodies as appropriate.
- Provides local leadership for TCO associates and managers in China, guiding their development and engagement
- Ensures all activities of associates comply with Novartis China company standards and local regulations

### Ideal Background

#### Education

(minimum)

MD degree and PhD-level basic science required (PhD not required). MD / PhD preferred. Board Certification (or equivalent expertise) in Hematology-Oncology (heme-onc).

Oncology experience required

People management experience required.

Languages:

Fluent Mandarin for verbal and written communication required

Fluent English for verbal and written communication required

Experience/

Professional requirement:

- Helps maintain and create a competitive edge and ensures that Novartis is seen as a credible, ethical, and preferred partner.
- Recognized as a Heme-Onc expert with a substantial record of quality scientific publications and international recognition for expertise.
- Interpretation of preclinical data in hematology/oncology (molecular biology, pharmacology, pharmacokinetics, and toxicology).
- Working knowledge of the application of Pharmacokinetics (PK) / Pharmacodynamics (PD) and biostatistics to clinical development and trials.
- Proven ability to analyze and interpret efficacy and safety data relating to oncology.
  - Working knowledge of Good Clinical Practice and regulatory requirements relating to clinical trials and oncology.
  - Proven ability to manage, develop and coach people.
  - Strong interpersonal skills for bridging scientific, operational and business stakeholders.
  - Experience working in a multicultural global organization.
  - Excellent personal ethical integrity and a commitment to improving the outcomes for patients with malignancies.

## 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>

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Division

DIV\_RE

Business Unit

Research

Location

LOC\_CN

Site

Shanghai (Shanghai)

Company / Legal Entity

CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.

Functional Area

FCT\_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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