

Associate Director, Downstream Process Development, GT-PD

Job ID

REQ-10076418

Apr 29, 2026

LOC_US

About the Role

Major accountabilities:

- Responsible for building, leading, and advocating for the GT Process Development Downstream team as well as fostering growth and providing development opportunities for team members.
- Technical oversights of GT PD projects.
- Developing plans and roadmaps for future state of GT Downstream, including improvements to ways of working and product quality.
- Lead teams and coach technical staff to deliver on objectives in a safe and efficient manner.
- Interface regularly with cross functional team members and clinical and/or commercial/manufacturing units to provide support and input during development of various gene therapy programs.
- Maintain visibility to both process and analytical development activities and contribute to technical assessments and program decisions.
- Serve as strategic partner and advisor for cross-functional project teams and committees.
- Author, review and approve process development and related documents to ensure completeness, accuracy, consistency, and clarity.
- Delivers high impact, technical findings, and concepts to senior leads within the organization.
- Provides leadership direction, determining and developing approach to solutions by coordinating multiple resources to solve complex problems.
- Exhibit an exceptional degree of creativity and resourcefulness.
- Report and present scientific/technical work at internal/external meetings/conferences and publish in peer reviewed international scientific journals including patents

Key performance indicators:

- Positive customer/ business partner feedback
- Contributes to achievement of function objectives and strategy -Accountability for costs, quality, quantity, and timelines for all assigned tasks.
- Reach budget targets, adhere to agreed efficiency increase and cost effectiveness goals.
- Adherence to Novartis standards, in particular, quality, ethical, health, safety, and environment (HSE), and information security (ISEC) standards.
- Measurable contributions to the success, efficiency and productivity of the department and new programs/initiatives started and implemented.
- Accountability for costs, quality, quantity, and timelines for all assigned tasks.
- Adherence to Novartis standards, in particular, quality, ethical, health, safety, and environment (HSE), and information security (ISEC) standards.
- Feedback from other team members/leaders.
- Refer to annual individual and team objective setting.
- Outcome of risk analyses, process challenge meetings, audits and inspections.
- Measurable contributions to increasing efficiency and productivity in the work related to assigned projects.
- Internal and external publications/presentations invited lectures.

The salary for this position is expected to range between \$145,600 and \$270,400 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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_US

Site

Durham

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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