

Associate Director - IT Project Manager, Protective Security

Job ID

REQ-10079978

Jun 05, 2026

LOC_ES

About the Role

Key responsibilities:

- **End-to-End Project & Program Delivery:** Own full lifecycle delivery of Protective Security projects (from intake to handover), deliver projects on time, on scope, and on budget with clear accountability; manage complex delivery landscapes including security vendors, integrators, SaaS providers, and local partners; Lead global and regional rollouts of security platforms (e.g., access control, CCTV, mobile credentials).
- **Protective Security Expertise & Integration:** Act as a trusted partner to Protective Security teams, translating business security needs into IT delivery, ensure solutions comply with security standards, policies, and regulatory requirements, and drive alignment between physical security, cybersecurity, and enterprise IT architecture; Oversee implementation of security systems such as: access control (badge / mobile / biometric), video surveillance & monitoring platforms, identity & access integrations, Security operations & incident management tools.
- **Governance, Risk & Compliance:** Establish and enforce project governance aligned with DDIT standards; Identify, manage, and mitigate security, operational, and delivery risks; ensure adherence to compliance frameworks (e.g., audit, GRC, SoD where applicable); manage change control, approvals, and documentation rigor.
- **Stakeholder & Leadership Management:** Act as the main interface between Protective Security leadership, Business, and IT delivery teams, drive alignment across global, regional, and site stakeholders; prepare executive-level status updates, decision papers, and escalations; influence decisions in a complex, matrixed organization
- **Vendor & Financial Management:** Manage security vendors against contractual deliverables and milestones; Drive performance, issue resolution, and escalation when needed; Partner with Procurement on SOWs and contracting models; Own project financials including forecast, tracking, and cost control.
- **Portfolio & Continuous Improvement:** Contribute to Protective Security IT roadmap and project portfolio planning; Standardize delivery approaches across sites and regions; Capture lessons learned and improve delivery frameworks.

Essential Requirements:

- 10+ years of experience in IT project/program management in enterprise or regulated environments
- Proven experience delivering Protective Security or security-related IT programs, specifically in global, multi-country deployments
- Deep understanding of physical security systems and operations, experience with global security environments and regulatory expectations, ability to balance security effectiveness, operational needs, and cost constraints, and strong awareness of risk management and compliance requirements
- Strong exposure to Physical security systems (access control, surveillance, alarm systems) ND Enterprise platforms (e.g., SAP, ServiceNow, IWMS, security systems),
- Proven execution excellence capabilities, with deep expertise in project & program management methodologies (Waterfall, Agile, hybrid), with strong planning, dependency management, and critical-path thinking skills
- Senior-level project leadership in complex, matrix organizations, with strong decision-making under ambiguity and delivery pressure, and ability to enforce standards without damaging stakeholder relationships
- Experience working in a global, multi-country delivery context, with proven experience managing large, interdependent delivery plans

- Demonstrated experience managing external vendors and complex contracts
- Excellent concise, executive-ready communication skills, with fluency in English, with ability to translate complex technical and delivery topics into business impact

Desirable requirements:

- Degree in IT, Engineering, Security, or related discipline
- Certifications (PMP, PRINCE2, Agile, Security certifications such as CPP, CISSP, etc.)
- Experience in pharma, regulated industries, or critical infrastructure environments
- Knowledge of GRC, identity and access management, and compliance frameworks

Commitment to Diversity and Inclusion:

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

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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Role Requirements

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Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

Division

DIV_TO

Business Unit

Information Technology

Location

LOC_ES

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Functional Area

FCT_TT

Job Type

Full time

Employment Type

Regular

Shift Work

No

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