NOVARTIS

Medical Governance, Evidence & Operations Lead

Job ID
REQ-10077824
Jun 09, 2026
LOC_PL

About the Role

Key responsibilities

- Lead and oversee end-to-end medical governance, ensuring adherence to Novartis good practices, local regulations, global standards, and audit requirements, incl. people leadership responsibility for four direct reports
- Ensure ethical and compliant medical operations through close collaboration with Regulatory, Legal, Quality (ERC), and Pharmacovigilance partners.
- Drive continuous improvement and harmonization of medical processes, SOPs, and audit remediation across Medical Affairs functions.
- Lead and integrate medical operations, evidence generation, medical information, MAPs, and field medical excellence activities across therapeutic areas.
- Drive customer and field medical excellence by enabling harmonized ways of working, capability building, and consistent execution quality.
- Monitor medical performance and capability metrics using relevant tools and translate insights into structured improvement plans.
- Lead evidence generation and local study operations, including observational studies and RWE programs, ensuring scientific rigor, timeline adherence, and budget oversight.
- Provide strategic medical guidance to ensure organizational readiness for evolving regulations and strengthen consistent country Medical Affairs performance.
- Act as key country point of contact for regional, international, and global medical governance and evidence stakeholders, ensuring strong alignment and communication.

Requirements

- University degree in Science, Pharmacy, Health Sciences, or equivalent; fluent English and local language required; 4–7 years of experience in Medical Affairs functions.
- Proven track record in designing, implementing, and harmonizing medical processes and governance frameworks.
- Strong experience driving continuous process improvement, SOP updates, and operational standardization.
- Experience in People Leadership roles is desirable
- Experience with Field Medical Excellence programs, including capability building, KPI tracking, and adoption of harmonized ways of working.
- Experience planning, executing, or overseeing observational studies, RWE programs, or local clinical studies, including vendor and budget management.
- Solid understanding of evidence planning, study startup processes, timelines, and financial oversight.
- Demonstrated experience in audit readiness, audit finding management, and implementation of corrective action plans.
- Strong analytical skills with the ability to interpret evidence, assess process performance, and support data-driven decisions.
- Proven ability to lead cross-functional teams and influence stakeholders across Medical, Regulatory, Legal, PV, EE, and commercial interfaces.
- Experience working with regional and international teams (e.g. IMACE, GMA, SSO) on governance and evidence topics.
- Excellent communication skills, with the ability to simplify complex medical and governance topics.

Rewards

At Novartis, we’re committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role:

· Poland: PLN 289,500.- 537,600

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:
https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph:

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

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)

Primary location salary range
zł289,500.00 - zł537,600.00
Division
DIV_IM
Business Unit
General Management
Location
LOC_PL
Site
Warsaw
Company / Legal Entity
PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.
Functional Area
FCT_RD
Job Type
Full time

Employment Type
Temporary (Fixed Term)
Shift Work
No
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