

Director, Social Impact & Sustainability Strategy

Job ID

REQ-10077980

Jun 15, 2026

LOC_CH

About the Role

Key responsibilities:

- Drive the evolution of Novartis' SI&S strategy and roadmap - including Environmental Sustainability (incl. carbon, water, waste/circularity, and nature/biodiversity), Social Impact (Health Equity/Inclusive Access, Philanthropy) & other ESG topics.
- Ensure Novartis SI&S targets and priorities are fit for purpose, and aligned with latest external expectations, standards and frameworks.
- Identify opportunities to accelerate progress on Novartis' ambitious SI&S targets; drive continuous improvement by providing expert guidance across different business functions (incl. Operations, Development, Commercial).
- Support the Global Head SI&S Strategy, Business Integration & Measurement in defining and driving key initiatives; support strategic "bold moves" in Environmental Sustainability & ESG for Novartis Group, the CEO, the Novartis ESG Committee (Executive-level decision body) and Board of Directors.
- Independently drive and lead high profile, company-wide strategic initiatives with a focus on (1) new strategic priorities, for embedding into the business (e.g., new opportunities in Climate Change & Health, new initiatives to accelerate inclusive access to medicines); (2) acceleration of key existing priorities (e.g., further refining Carbon Transition Plan and requirements to achieve 2030 and 20240 environmental targets); (3) cross-functional initiatives and projects, translating and scaling strategy into enterprise/business unit/function/country programmes.
- Ideate, develop and implement "big bold moves" concepts for SI&S; ensuring Novartis SI&S agenda stays competitive and differentiated vs. peers; partner with public and private stakeholders to drive meaningful impact.
- Support colleagues in business units and functions as advisor and sparring partner, ensuring consistent implementation of global strategy across the business (e.g., teams in Global Health, Patient Access, Ethics & Compliance, Finance & Reporting, Investor Relations).
- Be on the forefront of knowledge in the sustainability and ESG space in the industry; keep abreast of evolving regulations, standards and industry trends; translate external developments into strategic implications and options.
- Participate in industry groups, represent Novartis in external discussions, and shape standards for our industry (e.g., Pharmaceutical Environment Group, WBCSD, Sustainable Markets Initiative).

Essential Criteria:

- Degree in Business, Strategy, Engineering, Sustainability or Life Sciences (MBA a plus); or equivalent on-the-job experience.
- While acting as an "ESG strategy generalist", strong expert knowledge of Environmental Sustainability topics and practices (carbon, water, waste/circularity, nature/biodiversity), including key trends, standards and frameworks (incl. science-based targets).
- Proven track record of concrete achievements in ESG, Social Impact & Environmental Sustainability projects and strategy work, driving and influencing corporates' SI&S agenda.
- Extensive project and program management experience in strategic projects; ability to develop and manage projects with high quality, interact with senior management and lead cross-functional project teams (internal stakeholders and external providers).
- Ability to balance strategic intent with operational reality; experience in enterprise integration, transformation or programme orchestration roles. Confident orchestration without formal line authority and ability to navigate a complex matrix environment.
- Ability to develop presentations for senior leaders (incl. Executive & Board level), communicate and present clearly

and make strategic recommendations.

- High proficiency in English - both written and oral.

Desirable Criteria:

- Previous experience in the pharmaceutical industry (industry knowledge).
- Management consulting background preferred (equal to engagement manager or associate principal level) or other relevant extensive work experience.

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.

Accessibility and Accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusion_ch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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_CE

Business Unit

Human Resources

Location

LOC_CH

Site

Basel (City)

Company / Legal Entity

C010 (FCRS = CH010) Novartis International AG

Functional Area

FCT_BS

Job Type

Full time

Employment Type

Regular
Shift Work

No

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