

Associate Director Business Analysis (GCO)

Job ID

REQ-10080760

Jul 27, 2026

LOC_ES

About the Role

Key Responsibilities

- Lead elicitation, documentation, and management of business requirements across assigned products.
- Facilitate workshops, interviews, and process deep dives with global stakeholders.
- Translate needs into user stories, functional specifications, and acceptance criteria.
- Evaluate vendor proposals for alignment, feasibility, quality, and compliance expectations.
- Collaborate with vendors on solution design, refinement, sprint delivery, and issue resolution.
- Support backlog prioritization, roadmap planning, and delivery readiness for product releases.
- Coordinate user acceptance testing, defect resolution, change documentation, and deployment readiness.
- Identify improvement opportunities to harmonize processes and reduce operational inefficiencies.
- Ensure solutions meet validation, documentation, audit, and regulated environment standards.

Essential Requirements

- 7- 10 or more years of business analysis experience in pharmaceutical or life sciences environments.
- Strong knowledge of clinical operations processes and regulated product delivery.
- Experience with Clinical Trial Management Systems, electronic Trial Master File, Study Start-Up, and Site Connect capabilities.
- Hands-on exposure to Veeva Vault Clinical Suite is preferred for this role.
- Strong analytical, communication, facilitation, and stakeholder engagement skills.
- Understanding of Agile delivery, DevOps ways of working, integration patterns, and product lifecycle management.
- Working knowledge of validation, Good Practice requirements, audit readiness, and documentation standards.
- Fluency in English is required; Spanish language capability is an advantage.

Rewards

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

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 a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

52,400.00 - 97,400.00 EUR Annual

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

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

€52,400.00 - €97,400.00

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_IT

Job Type

Full time

Employment Type

Regular

Shift Work

No

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