NOVARTIS

GCP Compliance Director (EMEA Hub)

Job ID
REQ-10083379
Jul 27, 2026
LOC_GB

About the Role

You will provide oversight for key GCP Compliance core delivery pillars, including quality issue management, audits, inspections, and self-assessments, while partnering closely with clinical operations teams to strengthen inspection readiness, active risk management, and operational excellence. This highly visible leadership role offers the opportunity to influence compliance strategy, build trusted relationships across Global Clinical Operations and senior leadership, develop high-performing teams, and help ensure the generation of reliable scientific evidence that supports the development of innovative medicines for patients worldwide.

Key Responsibilities

- Accountable for the compliance oversight and control of regulated Global Clinical Operations activities across the assigned EMEA Hub and Country footprint, including country-level clinical trial conduct.
- Lead, coach, mentor, and develop a high-performing GCP Compliance team, fostering trust, capability growth, accountability, and a strong quality culture.
- Provide oversight and support to clinical site management teams, strengthening GCP compliance, risk management, and operational excellence across the assigned scope.
- Oversee Hub and Country quality issues, deviations, and compliance events, including investigations, root cause analysis, and Corrective and Preventive Action development.
- Oversee and coordinate Hub and Country audits and regulatory inspections from preparation and execution through Corrective and Preventive Action implementation and effectiveness verification.
- Monitor compliance risks, quality trends, and key performance indicators, ensuring timely escalation of significant concerns and proactive mitigation strategies.
- Partner with senior Global Clinical Operations, Quality Assurance, and Development leaders to influence compliance strategy, inspection readiness, and continuous improvement initiatives.

Essential Requirements

- Preference for an advanced degree in Life Sciences or a related discipline. Postgraduate qualifications in a relevant field would be beneficial.
- Significant experience within the pharmaceutical industry, combined with deep knowledge of the clinical research and clinical trial landscape, including clinical operations, site management, trial conduct, and the application of Good Clinical Practice requirements across the study lifecycle.
- Extensive experience leading Good Clinical Practice compliance, quality oversight, and regulated clinical operations activities across regional or global organizations, including oversight of country-level clinical trial conduct.
- Demonstrated expertise managing regulatory inspections, Good Clinical Practice audits, compliance investigations, root cause analyses, and Corrective and Preventive Action activities, with a proven ability to identify risks and drive sustainable compliance outcomes.
- Proven people leadership experience with a track record of coaching, mentoring, and developing high-performing teams, fostering trust, accountability, collaboration, and a strong culture of quality and compliance.
- Strong stakeholder engagement and influencing skills, with experience partnering with senior leaders in Global Clinical Operations, Quality Assurance, and cross-functional organizations to drive compliance, inspection readiness, operational excellence, and organizational change.

Desirable Requirements

- Openness to adopting and leveraging artificial intelligence, automation, and emerging digital technologies to enhance compliance oversight, risk management, inspection readiness, and operational effectiveness within clinical development environments.

Benefits & 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: 83,510.00 - 155,090.00 GBP Annual

The base 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.

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.

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

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
£83,510.00 - £155,090.00
Division

DIV_GD
Business Unit
Development
Location
LOC_GB
Site
London (The Westworks)
Company / Legal Entity
GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.
Functional Area
FCT_RD
Job Type
Full time
Employment Type
Regular
Shift Work
No
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