

# Study Director Team Lead

Job ID

REQ-10084433

Jul 28, 2026

LOC\_ES

## About the Role

This position is based in Barcelona, Spain. Novartis is unable to offer relocation support: please only apply if accessible. #LI-Hybrid

Great clinical trials start with exceptional leadership. As the Study Director Team Lead, you will have the opportunity to shape the successful delivery of a diverse portfolio of clinical trials while leading and developing a high-performing global team of Study Leaders. In this influential role, you will partner across Development to drive operational excellence, strengthen study execution, and empower teams to deliver quality, efficiency, and innovation at every stage of the clinical trial lifecycle. Combining strategic leadership with hands-on collaboration, you will play a key role in advancing breakthrough therapies for patients while fostering a culture of continuous learning, accountability, and inclusion across a global matrix organization.

Key Responsibilities but not limited to:

- Lead and develop a global team of Study Leaders, Senior Study Leaders, and Study Directors.
- Partner with Clinical Operations Program Head to provide functional expertise, operational planning support, risk mitigation strategies, and issue resolution across assigned programs.
- Drive proactive planning, risk mitigation, and issue resolution across studies and programs.
- Ensure trials are delivered on time, within budget, and in compliance with quality standards.
- Foster a high-performing, inclusive culture through coaching, capability building, and performance management.
- Champion operational excellence, standardization, and continuous improvement across studies and programs.
- Lead implementation of innovative technologies and artificial intelligence-enabled ways of working.
- Represent Study Leadership within governance forums and serve as the primary program contact.
- Accountable for program-level Study Leadership resourcing and allocation, ensuring alignment between portfolio priorities, organizational capacity, and successful delivery.
- Promote cross-functional collaboration, knowledge sharing, and best practice adoption across Development.

Essential Requirements:

- Bachelor's degree in life sciences, healthcare, or a clinically relevant scientific discipline.
- Minimum 8 years of clinical research or drug development experience across global clinical studies.
- Minimum 5 years of people leadership experience within a complex matrix organization.
- Strong knowledge of clinical trial regulations, Good Clinical Practice (GCP), and global regulatory requirements.
- Proven experience leading cross-functional teams and delivering clinical studies from planning through completion.
- Demonstrated ability to coach, develop, and build high-performing teams across global locations.
- Demonstrated experience in proactive operational planning, risk management, and issue resolution across clinical studies.
- Excellent stakeholder management, communication, negotiation, and conflict resolution skills.
- Strong strategic thinking, project management, and problem-solving capabilities in a dynamic environment.

Desirable Requirements:

- Advanced degree in life sciences, healthcare, medicine, pharmacy, or a related scientific discipline.
- Experience within the relevant therapeutic area.
- Experience driving operational excellence, innovation, or organizational transformation initiatives.
- Experience driving innovation and continuous improvement, including adoption of digital solutions.

## 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: 74,200.00 - 137,800.00 EUR 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](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.

## 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

€74,200.00 - €137,800.00

Division

DIV\_GD

Business Unit

Development  
Location  
LOC\_ES  
Site  
Barcelona Gran Vía  
Company / Legal Entity  
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.  
Functional Area  
FCT\_RD  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No  
Apply to Job  
  
Job ID  
REQ-10084433

## Study Director Team Lead

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