

Development Tech Transformation PMO - Associate Director

Job ID
REQ-10083801
Jul 17, 2026
LOC_ES

About the Role

#LI-Hybrid

Location: Barcelona, Spain

Key Responsibilities

- Establish and lead the Portfolio and Program Management Office for a global transformation initiative.
- Design governance structures, operating cadence, and decision forums that enable timely, transparent execution.
- Build and maintain integrated roadmaps, deliverable baselines, and cross-functional milestones aligned to strategy.
- Develop executive level reporting, dashboards, and narratives that clearly communicate progress, risks, and value.
- Institute rigorous risk, issue, and dependency management with proactive mitigation and escalation pathways.
- Drive benefits realization planning, value tracking, and outcome measurement against defined business objectives.
- Enable effective resource planning, capacity management, and prioritization across internal teams and external partners.
- Embed agile ways of working, continuous improvement, and change management practices across the program.
- Facilitate alignment with functional leaders, technology, and finance to coordinate budgets, timelines, and scope.
- Coach project leaders on planning standards, delivery excellence, and stakeholder engagement to elevate performance.

Essential Requirements

- Master's degree or equivalent; Master of Business Administration with a bachelor's degree, or equivalent life sciences experience.
- Fluent English, both spoken and written.
- 10 + years of cross-industry experience, including approximately 5 years in the pharmaceutical sector or similar sector.
- 5 + years of multi-functional leadership with accountability across diverse stakeholders.
- Demonstrated success leading large-scale, complex, international, and multidisciplinary programs.
- Expert knowledge of global technology transformation programs and change adoption.
- Excellent portfolio and program management skills with advanced planning, tracking, and prioritization across multiple programs.
- Expert executive communication and information management; able to influence senior leaders and align stakeholders.

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: 63,600.00 - 90,800.00 - 118,000.00 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

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 & Inclusion:

We are 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

€63,600.00 - €118,000.00

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
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