

Director, Medical Policy

Job ID

REQ-10084810

Aug 06, 2026

LOC_ES

About the Role

Responsibilities:

- Drive enterprise-wide strategy, development, implementation and maintenance of medical, patient-related, and research & development policies and guidelines.
- Ensure Novartis policies/guidelines remain innovative, compliant, and globally relevant adhering to international standards and guidance.
- Lead large, global, cross-functional teams of subject matter experts to ensure all needs are incorporated into the policies/guidelines.
- Develop guidance, training, and supporting materials to drive policy adoption worldwide.
- Shape Novartis policy framework for scientific communications in the AI era by establishing standards and guardrails that enable timely and responsible dissemination of scientific evidence while addressing risks related to AI-generated content, data accessibility, transparency, disclosure, and evidence integrity.
- Represent Novartis in external collaborations, consortia, and industry initiatives.
- Identify compliance risks and implement strategies that protect patients and safeguard reputation.
- Champion continuous improvement, operational excellence, and patient-centric decision making.

Essential for the role:

- Advanced degree in a scientific discipline.
- Significant pharmaceutical or public health industry experience.
- Deep understanding of the medical policy landscape and relevant international guidelines and regulations paired with strong business acumen
- Experience influencing senior leaders across complex global organisations.
- Proven ability to lead matrix teams and drive cross-functional initiatives.
- Strong analytical skills with experience translating external insights into strategic recommendations.
- Excellent communication and stakeholder management capabilities.
- Demonstrated success managing change, governance, compliance, and risk.

Desirable for the role:

- Doctor of Medicine or Doctor of Pharmacy qualification.
- Experience with scientific communication and digital discoverability

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: 93,800.00 to 174,200.00 EUR

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. 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 & Inclusion:

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

€93,800.00 - €174,200.00

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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