NOVARTIS

GCP Compliance Manager - Clinical Programs & Trials

Job ID
REQ-10079253
Aug 06, 2026
LOC_IE

About the Role

Acting as a key point of contact across study leaders, vendor managers, and cross-functional stakeholders, you will enable issue resolution, strengthen inspection readiness, and ensure trials are delivered to the highest standards of quality and compliance. This is a role for a curious, solutions-oriented professional who thrives on investigation, collaboration, and influencing outcomes in a fast-paced, global clinical landscape.

Key Responsibilities

- - Provide compliance oversight for clinical programs and trials, ensuring adherence to Good Clinical Practice standards
- - Act as primary compliance partner to Clinical Trial Teams, enabling decision-making on complex regulatory scenarios
- - Lead cross-functional discussions and resolution of quality issuesusing structured investigation and root cause analysis
- - Translate complex regulatory requirements into clear, actionable guidance for cross-functional clinical stakeholders
- - Coordinate inspection readiness activities, including preparation and inspection management, in addition to subsequent CAPA management
- - Monitor key indicators and trends to portfolio issues detect early signals, and supportproactive mitigation strategies
- - Deliver self-assessment checks and controls, sharing insights to strengthen compliance and continuous improvement
- - Collaborate across functions, including Quality Assurance and Development, to ensure aligned and effective compliance practices
- - Support quality assessments of programs and trials and enable informed, risk-based decision-making
- - Champion a strong culture of quality, data integrity, and accountability across Global Clinical Operations and beyond
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Essential Requirements

- - Advanced degree in science, engineering, or related discipline
- - Significant experience in clinical operations and clinical trial management within a pharmaceutical or healthcare environment
- - Strong knowledge of Good Clinical Practice standards and global regulatory requirements
- - Proven ability to investigate complex issues, perform root cause analysis, and develop effective corrective actions
- - Excellent communication skills with ability to translate technical compliance concepts into clear, practical guidance
- - Strong problem-solving mindset with curiosity and ability to navigate ambiguity and regulatory trade-offs
- - Demonstrated ability to work effectively in cross-functional, matrixed teams and influence diverse stakeholders
- - Ability to work independently, manage multiple trials simultaneously, and prioritise across competing demands

Desirable Requirements

- - Experience supporting audits and inspections, including preparation and interaction with health authority inspections
- - Openness to adopting and experimenting with artificial intelligence and new technologies to optimize ways of working

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: 75,880.00 - 140,920.00 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
€75,880.00 - €140,920.00
Division
DIV_GD
Business Unit
Development
Location
LOC_IE
Site
Dublin (NOCC)
Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area
FCT_RD
Job Type
Full time
Employment Type
Regular
Shift Work
No
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