

Head Legal, Germany (m/f/d)

Job ID

REQ-10086987

Sep 09, 2026

LOC_DE

About the Role

Key Responsibilities

- Lead and execute the legal strategy for Novartis Germany in alignment with business priorities.
- Serve as a trusted advisor to senior leaders on complex legal and strategic matters.
- Oversee legal support across key areas including intellectual property, competition, privacy, and pharmaceutical law.
- Build, lead, and develop a high-performing legal team across Germany.
- Anticipate legal developments and translate emerging regulations into practical business guidance.
- Manage significant litigation matters, investigations, and enterprise legal risk exposure.
- Lead corporate governance activities and oversee external legal counsel and budgets.
- Contribute as a member of Germany and International Leadership Teams, driving enterprise-wide legal excellence.

Essential Requirements

- Advanced degree in Law and qualification to practice law(preferably admitted to the bar in Germany).
- Significant post-qualification legal experience within a multinational organization, leading law firm, or both.
- International experience within a multinational organization and exposure to global leadership environments.
- Strong expertise across commercial, corporate, compliance, and regulatory legal matters.
- Demonstrated ability to influence senior stakeholders and contribute to strategic business decisions.
- Excellent judgment with a pragmatic, risk-based approach to solving complex legal challenges.
- Fluent written and spoken German and English, with outstanding communication and negotiation skills.

Desirable Requirements

- Experience providing legal leadership within the pharmaceutical industry.
- Proven leadership experience managing and developing high-performing legal teams.

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: EUR 152.000 - 228.000

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.

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.

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:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Adjustments for Applicants with Disabilities:

The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

Role Requirements

Primary location salary range

€155,300.00 - €232,900.00

Division

DIV_LE

Business Unit

Legal

Location

LOC_DE

Site

Munich (Non-Sales Force) (Novartis Pharma GmbH)

Company / Legal Entity

DE14 (FCRS = DE014) Novartis Pharma GmbH

Alternative Location 1

LOC_DE

Functional Area

FCT_LI

Job Type

Full time

Employment Type

Regular

Shift Work

No

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