

Head Legal CLS Operations, Launch and Customer Activation

Job ID

REQ-10088411

Sep 29, 2026

LOC_CH

About the Role

Key Responsibilities

- Provide strategic legal leadership and act as a trusted business partner to CLS Operations, AI Office, Launch Excellence, Customer and Market Activation, Communications, Patient Advocacy and other stakeholders.
- Shape and manage the legal and regulatory risk landscape across international markets to support sound decision-making, compliant growth, and protection of the company's reputation.
- Deliver forward-looking, solution-oriented legal counsel enabling compliant innovation, responsible use of data and AI, and operational transformation across the pharmaceutical value chain.
- Partner with Ethics, Risk, and Compliance teams to identify, manage, and mitigate compliance risks, ensuring adherence to applicable regulations, industry codes, and company standards.
- Drive legal support for launch excellence, market activation, customer engagement, congress management, patient solutions, and new business models.
- Lead initiatives to simplify legal and business processes in International, including content creation and review, insights and HCP engagement processes, and country interface models.
- Support post-close integration of asset acquisitions and in-licenses, including advice on contractual and partnership matters.
- Build legal capabilities through training, guidance, collaboration, and leadership, strengthening knowledge across global, regional, and country legal teams.

Essential Requirements

- Law degree and admission to the bar
- Substantial post-qualification experience, ideally gained in the pharmaceutical or biotechnology industry or at a top-tier law firm advising international pharmaceutical clients.
- Broad and practical knowledge of the legal issues shaping the pharmaceutical and biotechnology industry, including regulatory, commercial and transactional matters, data privacy, digital and social media, and AI.
- A proactive and confident mindset, with the ability to turn complexity and ambiguity into clear, pragmatic solutions alongside business partners.
- A strong track record of delivering high-quality work at pace in a dynamic, demanding and international environment.

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: CHF 146.300 - CHF 271.700

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.

Accessibility and Accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusion_ch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Role Requirements

Primary location salary range

CHF146,300.00 - CHF271,700.00

Division

DIV_LE

Business Unit

Legal

Location

LOC_CH

Site

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

FCT_LI

Job Type

Full time

Employment Type

Regular

Shift Work

No

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