

Strategy and Operations Associate Director, EMEA Cluster

Job ID

REQ-10088489

Sep 29, 2026

LOC_ES

About the Role

Key Responsibilities

- Translate hub strategies into actionable plans that drive cluster performance and business outcomes.
- Lead strategic initiatives that enhance operational excellence, productivity, and clinical trial execution across the cluster.
- Identify cluster opportunities, risks, and challenges, implementing solutions that support long-term success.
- Drive innovation, transformation, and change management initiatives across Study & Site Operations.
- Oversee cluster communication and information management strategies to strengthen stakeholder alignment.
- Partner with senior leaders to optimise resource planning, portfolio execution, and operational effectiveness.
- Leverage data, market insights, and industry trends to inform strategic decisions and continuous improvement.

Essential Requirements

- Bachelor's degree in Life Sciences or a related scientific discipline.
- Experience in pharmaceutical development, clinical research, or clinical trial delivery within a complex global environment.
- Demonstrated success leading cross-functional initiatives that drive operational excellence, productivity, and business performance.
- Strong understanding of clinical development processes, industry regulations, and Good Clinical Practice requirements.
- Proven ability to influence stakeholders and drive change across matrix organisations without direct authority.
- Excellent strategic thinking, communication, and stakeholder management skills, with the ability to engage senior leaders.

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 to €118,000

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.

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.

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 paragraph

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

Role Requirements

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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