

# Director, Scientific Project & Program Management / Director, Global Programs

Job ID

REQ-10088366

Sep 30, 2026

LOC\_IE

## About the Role

Your responsibilities include, but are not limited to:

### Product Delivery Leadership

- Facilitate integrated planning for pilots, releases, and rollouts with diverse stakeholders, aligning scope, readiness, timing, dependencies, adoption, and success measures.
- Oversee execution of pilot, release, and rollout plans, maintaining clear visibility of progress, readiness, changes, risks, dependencies, decisions, and corrective actions.

### Portfolio Planning & Governance

- Establish and maintain portfolio planning processes and delivery governance.
- Reinforce expectations for product owners to maintain current roadmaps, delivery plans, and success measures aligned with the portfolio priorities.
- Facilitate portfolio planning cycles and provide delivery evidence, capacity insight, and recommendations to support priority and investment decisions by leadership.
- Develop and maintain executive dashboards and portfolio reporting including “cost of ownership”.
- Manage cross-team dependencies and identify opportunities for alignment.
- Monitor risks, dependencies, and delivery issues and drive mitigation plans.
- Manage relationships with strategic vendors and delivery partners.
- Support resource allocation and prioritization decisions.

### Adoption & Value Realization

- Ensure success measures are defined and tracked for each portfolio activity.
- Work with product teams to build a culture of tracking adoption, business outcomes, and delivered value during rollout phases.

### Product Owner Enablement

- Coach product owners on planning, stakeholder management, execution discipline, and delivery practices, while

reinforcing their accountability for product decisions and outcomes.

- Encourage consistent standards across product teams.
- Help develop leadership capability and strengthen ownership within the organization.
- Promote accountability and operational excellence across the product portfolio.

#### Minimum requirements:

- Bachelor's or Master's degree in Life Sciences, Computer Science, Engineering, Business, or related discipline.
- Extensive experience leading complex technology, product, or portfolio initiatives, including accountability for delivery across multiple teams and senior stakeholders.
- Proven experience driving execution across multiple products, teams, and stakeholders.
- Proven experience establishing delivery governance, portfolio management, and operational processes.
- Strong experience with Agile product development and modern software delivery practices.
- Experience supporting product organizations or digital transformation initiatives.
- Experience using product KPIs to assess adoption, usage, delivered value, and continuous improvement opportunities.
- Strong leadership and influencing skills in matrix organizations.
- Demonstrated ability to align diverse stakeholders around common goals and outcomes.
- Excellent communication, facilitation, and organizational skills.
- Strong analytical and problem-solving capabilities with a focus on execution and continuous improvement.
- Strong sense of ownership and accountability for outcomes, not just plans or deliverables.
- Ability to operate effectively in ambiguous and rapidly evolving environments.

#### Desirable

- Experience operating in regulated environments and applying quality management principles to digital product delivery.
- Experience developing portfolio reporting frameworks and executive dashboards.
- Background in life sciences, healthcare, analytics, scientific computing, or enterprise technology environments.

#### 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: 90,300.00 -167,700.00 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.

Read our brochure to learn more about our global total rewards offering:

[https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handbook.pdf](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

€90,300.00 - €167,700.00

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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