

Clinical Operations Executive Director, EMEA Cluster

Job ID

REQ-10088490

Sep 30, 2026

LOC_ES

About the Role

Key Responsibilities

- Lead Study & Site Operations strategy to achieve clinical trial delivery, quality, and business objectives.
- Drive innovative approaches to trial planning, execution, and patient engagement across the cluster.
- Oversee allocation, start-up, recruitment, and delivery of Phase I to IV clinical studies.
- Ensure delivery against enrolment, timeline, budget, and quality commitments across all assigned trials.
- Champion compliance with global regulations, ethical standards, and Novartis operating procedures.
- Build, develop, and retain high-performing leaders while driving succession and talent strategies.
- Manage cluster resources, budgets, and productivity initiatives to maximise operational performance.

Essential Requirements

- Bachelor's degree in Life Sciences or a related scientific discipline.
- Extensive experience leading clinical trial planning, execution, and monitoring activities within a global clinical research environment.
- Demonstrated success leading, developing, and coaching managers and high-performing teams across complex organisations.
- Deep understanding of clinical drug development and end-to-end trial execution.
- Expert knowledge of Good Clinical Practice, International Council for Harmonisation guidelines, and regulatory requirements.
- Strong strategic leadership, stakeholder management, and influencing skills across complex organisations.

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: €105,800 to €196,600

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.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

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 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

€105,800.00 - €196,600.00

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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