

Associate Director, Business Process Excellence

Job ID

REQ-10087048

Oct 02, 2026

LOC_ES

About the Role

Key Responsibilities

- Lead enterprise-level process transformation across the drug-development value chain, from problem definition through future-state design, implementation, adoption, and value realization.
- Apply zero-based redesign to challenge legacy assumptions, eliminate unnecessary complexity, and reimagine processes around business and patient outcomes.
- Shape AI-enabled future-state processes and operating models by identifying where work can be simplified, automated, augmented, or fundamentally redesigned.
- Translate data and process insight into action by diagnosing bottlenecks, handoffs, decision delays, process variation, and adoption barriers.
- Build compelling transformation cases with clear problem statements, outcome measures, implementation considerations, and expected business value.
- Facilitate high-impact working sessions that enable cross-functional teams and leaders to make decisions, resolve complex challenges, and align around a practical future state.
- Partner with process owners, business leaders, technology teams, and change leads to convert redesigned processes into sustainable ways of working.
- Establish outcome measures and track value realization, ensuring that transformation delivers meaningful improvements in speed, productivity, quality, compliance, and user experience.
- Strengthen organizational capability by coaching teams in process excellence, structured problem-solving, zero-based redesign, and continuous improvement.
- Act as a trusted transformation partner who constructively challenges the status quo and influences decisions without relying on formal authority.

Essential Requirements

- Bachelor's degree in Life Sciences, Pharmacy, Engineering, Biotechnology, Business, or another relevant discipline.
- Significant experience in Business Process Excellence, Operational Excellence, enterprise transformation, process re-engineering, or management consulting.
- Strong understanding of pharmaceutical Development, supported by experience in one or more areas such as Clinical Development, Regulatory Affairs, Pharmaceutical R&D, Technical Development, or Manufacturing.
- Demonstrated success leading complex, cross-functional transformation from diagnosis and design through implementation and measurable business impact.
- Practical expertise in process redesign and transformation methodologies such as Lean, Lean Six Sigma, Agile, Value Stream Mapping, Business Process Management, or zero-based redesign.
- Ability to use qualitative and quantitative evidence to identify root causes, evaluate opportunities, and develop decision-ready recommendations.
- Strong facilitation, stakeholder engagement, change leadership, and executive communication capabilities.
- Ability to navigate ambiguity, connect strategic priorities to operational processes, and influence across organizational boundaries.

Desirable Requirements

- Advanced degree such as Master of Business Administration, Master of Science, Doctor of Philosophy, or Doctor of Pharmacy.

- Lean Six Sigma Black Belt or Master Black Belt certification.
- Agile, Scrum, Scaled Agile Framework, Project Management Professional, or Change Management certification.
- Experience in digital transformation, process automation, artificial intelligence adoption, and data-driven decision making.

Salary Range:

€63,600 to €118,000

Why Novartis?:

Our purpose is to reimagine medicine to improve and extend people’s lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here:

<https://www.novartis.com/about/strategy/people-and-culture>

You’ll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook.

<https://www.novartis.com/careers/benefits-rewards>

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.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

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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