

## Head of International Medical Excellence (iMEx) Program

Job ID  
REQ-10061052

8月 28, 2025

Switzerland

### 摘要

The Head of IMEX Program will spearhead the International Medical Excellence (IMEX) transformation program across Novartis International business unit, with special focus on the top 11 markets.

This role demands a strategic and dynamic leader capable of driving the program 's vision, strategy, and execution, ensuring alignment with the overall business objectives.

The IMEX Program Lead will work closely with the executive committee, IMA regional/country leaders, and cross-functional teams to optimize Medical Affairs practices and achieve significant growth, launch excellence and executional efficiencies in the key markets.

### About the Role

Key Responsibilities:

## IMEX Program Leadership and Strategy:

- Lead the development and execution of the IMEX transformation program across all designated regions and markets.
- Collaborate with the executive committee to define and communicate the program 's vision, mission, and objectives.
- Develop a comprehensive roadmap for the IMEX program, including key milestones, timelines, and resource allocation.
- Design and implement program operating model, work architecture and governance that enables the transformation first for 4 key markets and then at scale for all international markets.

## Stakeholder Engagement and Management:

- Engage with senior leadership and key stakeholders to ensure alignment and support for the IMEX program.
- Foster strong relationships with regional and market leaders to facilitate the successful implementation of IMEX initiatives.
- Act as the primary point of contact for all IMEX-related activities and communications.

## Operational Execution:

- Oversee the roll-out of IMEX 1.0 across Wave 1, Wave 2, and Wave 3 countries, ensuring readiness and successful implementation.
- Bridge MarTech gaps and finalize MarTech workplan
- Coordinate with cross-functional teams, including GMA, DAP, TA, IT, and finance, to ensure integrated and efficient program execution.
- Identify, mobilize, and onboard relevant resources for Wave 1 roll-out (international and in-market)
- Implement and monitor key performance indicators (KPIs) to track progress and impact, making data-driven adjustments as necessary.

## Change Management:

- Lead change management initiatives to ensure smooth adoption of IMEX practices and processes within the organization.
- Develop and execute a communication plan to keep all stakeholders informed about program progress, successes, and challenges.
- Provide training and support to teams to enhance their capabilities and adoption of new tools and processes.

## Continuous Improvement:

- Identify and implement best practices to continuously enhance the IMEX program 's effectiveness and efficiency.
- Leverage data and analytics to gain insights and drive improvements in IMA strategies.
- Stay abreast of industry trends and innovations to keep the IMEX program at the forefront of Medical Affairs excellence.

## Talent and Culture

- Builds a high performing program team - with right capabilities, skills and mindsets
- Role model ICU and foster the culture that empowers with accountability, enables collaborations, and drives performance as ONE team

### Essential requirements:

- PhD or MD. Other degree like MBA or Project Management certification is a plus
- Minimum of 10 years of experience in Medical Affairs within the pharmaceutical or healthcare industry.
- Proven track record of leading large-scale transformation programs.
- Experience working in a multinational environment with cross-functional teams. Collaborative - fosters an Enterprise-first culture / mindset, demonstrates high emotional intelligence, connects cross-divisionally to build alignment across innovative ideas.
- Superior communication and interpersonal skills, with the ability to influence and engage stakeholders at all levels.
- Embraces and drives change, continually seeking ways to improve and innovate. Has track-record of operational innovation. Results-Oriented: Focused on achieving measurable outcomes and delivering value to the business.
- Proficiency in data analysis and performance management. Knowledge of AI and data-driven tools and techniques.
- Experienced people leader and maintains leadership role under pressure & during ambiguity. Strategic leadership - demonstrates the courage to assume personal accountability in challenging situations. Able to think broad and deep across different levers and align work to expected outcomes. High integrity - achieves objectives with high ethical standards.

Location: This role is based in Basel, Switzerland.

Benefits: Read our handbook to learn about all the ways we 'll help you thrive personally and professionally: [Novartis Life Handbook](#)

Commitment to Diversity & Inclusion: Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients ' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

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部门  
Finance

Business Unit  
Innovative Medicines

地点  
Switzerland

站点  
Basel (City)

Company / Legal Entity  
C028 (FCRS = CH028) Novartis Pharma AG

Alternative Location 1  
London (The Westworks), United Kingdom

Functional Area  
Research & Development

Job Type  
Full time

Employment Type

Regular

Shift Work  
No

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