Executive Director, Integrated Trial Process, PRS

Job ID
REQ-10063791

10月 09, 2025

USA

摘要

Onsite
#LI-Onsite
East Hanover, New Jersey

About the role:
We work collaboratively to integrate cross-functional expertise into streamlined, end-to-end trial processes underpinned by innovation and risk-based quality management, so Novartis can deliver high-quality medicines to patients faster. The Head of Integrated Trial Process, PRS is responsible for ensuring efficiency, quality, and compliance in the end-to-end clinical trial process, while serving as Quality System Owner (QSO) for the Clinical Trial Quality System (CTQS). By building and managing a high-performing team of global process owners and process managers, the Head of Integrated Trial Process deliver results that strengthen process execution and accelerate trial delivery.

About the Role

Your Key Responsibilities

- Build, lead and develop a high-performing team of global process owners and process managers, fostering a culture of collaboration, accountability, and value delivery
- Define and execute a compelling vision for integrated trial processes and the Clinical Trial Quality System (CTQS), ensuring efficiency, quality, and compliance across the end-to-end lifecycle. This includes driving clarity and simplicity, holistic process management, effective audit/inspection readiness, and the use of KPIs and metrics to monitor and sustain process health.
- Foster strong collaboration with Global Line Functions, matrix teams' leaders and senior management to drive cross-functional process integration, alignment on strategy, and share ownership of outcomes.
- Prioritize and lead process transformation initiatives that maximize business impact, focusing on simplification, automation, and innovative approaches.
- Capture and communicate business value of operational efficiencies through measurable outcomes and data-driven insights.
- Promote and apply structured process improvement methodologies (e.g., kaizen, workshops, lean approaches) with active cross-functional participation.
- Act as a change leader, enabling mindset and behavior shifts that embed efficiency, quality, and continuous improvement across research and development.
- Engage and influence a broad network of senior leaders and stakeholders to ensure alignment, collaboration, and sustained adoption of integrated trial processes.

Video Link https://www.youtube.com/watch?v=ggbnzRY9z8w

This position will be located at East Hanover, New Jersey site and will not have the ability to be located remotely.

Role Requirements:
Essential Requirements:

- Bachelor ' s degree with an emphasis in quantitative science or business and 10+ years of relevant experience.
- Deep knowledge of drug development and end-to-end clinical trial processes, with expertise in clinical systems, regulatory requirements, and business change management.
- Proven ability to assess and respond to internal and external changes impacting trial processes, supporting systems, and training requirements.
- Exposure to digital transformation and innovative technologies, including leveraging automation, data, and AI-enabled solutions to enhance process efficiency and decision-making. Demonstrated experience in defining and applying metrics to monitor process health, efficiency, and continuous improvement.
- Successful track record in clinical development, with strong Clinical Operations experience highly desirable.
- Strategic thinker with a focus on innovation, long-term planning, and process optimization to drive efficiency, compliance, and quality.

- Experience simplifying and standardizing processes, including authoring and managing quality documentation.
- Strong record of cross-functional leadership and collaboration across multiple functions within the clinical development value chain.
- Established people leader with experience in building, mentoring, and developing high-performing teams, fostering collaboration, accountability, and career growth.

Desired Requirements:

- Master ' s Degree or higher.

Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between $225,400 and $418,600/year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically.

Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves. To learn more about the culture, rewards and benefits we offer our people click here.

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

Accessibility and Reasonable Accommodations: The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or in order to perform the essential functions of a position, please send an e-mail to tas.nacomms@novartis.com call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here: https://talentnetwork.novartis.com/network

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

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: https://talentnetwork.novartis.com/network

Benefits and Rewards: Read our handbook to learn about all the ways we ' ll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

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The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门
Development

Business Unit
Universal Hierarchy Node

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

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Executive Director, Integrated Trial Process, PRS

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