

Resource Management Associate Director

Job ID
REQ-10064126

10月 21, 2025

Ireland

摘要

The Resource Management Associate Director plays a critical role within the Resource Management (RM) Practice, responsible for driving project execution, implementing process improvement initiatives, managing and working with GCO central RM solutions, and optimizing resource utilization to ensure alignment with organizational objectives. This position requires strategic engagement with senior stakeholders, leveraging data-driven insights to enhance operations, and fostering continuous improvement across products, processes, and systems.

About the Role

Key responsibilities but not limited to:

- Support the RM team by leading high-impact projects like Genesis BoW and work force analytics that have impact on the organization ' s strategic priorities and decisions.
- Analyze the GCO Book of Work (BoW) and resource management data set - demand,

capacity, allocation, and timesheet to identify trends, generate insights and bring transparency to each layer of GCO functions. Manage large and complex data and be able to analyze and bring meaningful insights to the business.

- Own and manage GCO resource management tools e.g., Applify and the Named Allocation Tool (NEAT) and interface with SIT team for strategic development of these tools. Collaborate with technical teams for tool development and functional teams for business alignments. Act as the single point of contact for functions and finance, support them to adopt the tool and create the development backlog to address queries and enhancements for tools.
- Lead dashboard development with SIT/DDIT teams and create KPIs and visualization solutions for BoW and resource analytics. Collaborate with functions and lead an advisory team to review and evaluate dashboarding solutions.
- Create reports and support business and finance for book of work and resource analytics by using different platforms or tools - SONAR, Applify, Sense, Genesis and other tools leveraged in GCO.
- Work in partnership with GCO line functions to deliver tailored resource management solutions that enhance operational efficiency and address business needs. Collaborate across all partners within GCO and cross-development functions (strategic portfolio development team) as well.
- Lead change management activities to support the adoption of new resource management tools, methodologies, governance, and processes.
- Support functions and finance for special projects, quarterly reviews, business dialogues, monthly business alignments and budgets. Support and handle ad-hoc requests from business, finance, and development related to book of work and resource management.
- Lead resource allocation initiatives across Global Clinical Operations (GCO) and development functions to ensure seamless integration and utilization of resources.
- Build strategic partnerships with senior leadership by understanding their unique needs and delivering customized resource solutions that directly address business priorities.
- Drive ongoing improvement initiatives across resource management systems and processes, empowering teams to achieve operational efficiency.
- Design and analyzes dashboards and reporting mechanisms to provide actionable insights, ensuring transparency and enhancing decision-making across functions.

Essential requirements:

- Bachelor ' s degree in life sciences, business consulting, finance, analytics, or a related field; advanced degree preferred.
- Expertise in resource management, project management, or similar roles.
- Robust understanding of clinical trial processes and resource management best practices.
- Strong business partnering experience, self-starter and curious to understand challenges and get to the answer, strategic curiosity, business acumen, responsiveness & reliability, and deep understanding of Novartis systems such as Horizon or NCV.

Desirable requirements:

- Demonstrate the ability to effectively influence and engage senior stakeholders, driving alignment between business objectives and resource management strategies.
- Exemplify exceptional communication and interpersonal skills to build and nurture strong

relationships across departments, fostering trust and shared understanding.

- Proficient in identifying challenges and developing forward-looking, innovative solutions that position the organization for success.
- Approaches resource management with a focus on driving measurable outcomes and aligning processes to organizational priorities.

Languages

- Fluent in oral and written English; additional language skills are an asset.

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部门

Development

Business Unit

Universal Hierarchy Node

地点

Ireland

站点

Dublin (NOCC)

Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1
Basel (City), Switzerland

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

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