

Director, Systemic Global Program Team Coaching - Global Program Management and Excellence

Job ID
REQ-10065358

11月 06, 2025

Switzerland

摘要

Locations: Basel, Switzerland; Dublin, Ireland; Westworks, London, UK

The Director, Systemic Global Program Team Coaching, serves as a strategic enabler of business performance by activating Global Program Teams (GPTs) to deliver on critical business objectives. This role partners with senior leaders and cross-functional teams to strengthen team ownership, enhance collaboration, and accelerate impactful delivery across the organization. By applying advanced systemic team coaching practices, the Director builds clarity, trust, alignment, and execution capability within teams, directly supporting transformation, cultural change, and strategic delivery. The position embeds coaching as a lever for both development and enterprise impact, with a particular focus on GPTs, and operates in high-stakes, complex environments to foster sustainable team effectiveness and organizational learning.

About the Role

Job Description Key Responsibilities:

- Lead multi-session coaching engagements tailored to internal contexts, using systemic team coaching frameworks—including preparation, facilitation, and follow-up.
- Support leaders in understanding their systemic role, preparing for key team moments, and fostering a healthy team climate.
- Help teams convert enterprise strategy into actionable objectives and execution plans, driving ownership and accountability.
- Guide teams in clarifying purpose, roles, ways of working, stakeholder engagement, and performance goals.
- Leverage data and assessments to generate actionable insights that inform team development and business decisions.
- Act as a catalyst for mindset and behavioral shifts using self-awareness, presence, and relational intelligence.
- Partner with business sponsors and functional leaders to ensure coaching efforts support market demands and performance goals.
- Empower teams to internalize coaching practices and operate autonomously, reducing long-term reliance on the coach.

Essential Requirements:

- Bachelor ' s degree in a relevant discipline is required.
- Proven experience working within the pharmaceutical industry, ideally in a drug development or R&D setting
- Familiarity with the dynamics of cross-functional teams in regulated environments, including exposure to clinical development, program execution, or lifecycle management of medicines.
- Possesses or is actively working toward advanced coaching accreditation (e.g., CPCC, ICF, PCC/MCC, ACTC), with a strong commitment to maintaining ongoing professional certification.
- Strong commitment to ethical practice, supervision, and ongoing self-development (e.g., certifications in ORSC - Organization & Relationships System Coaching, NTL-National Training Laboratory, NLP-Neurolinguistic Programming, Shadow Walk, Gestalt, Systemic Team Coaching, Immunity to Change approach, etc.), aligned with ICF standards, modeling the principle that the coach is an instrument of transformation.
- Commitment to abide by the ICF Code of Ethics and uphold the Core Values.
- Deep experience in team coaching, leadership development, and systems thinking.
- Demonstrated success in partnering with senior leaders in complex, matrixed environments to support cross-functional collaboration, while influencing organizational culture.
- Knowledge of behavioral science and neuroscience-informed coaching.
- Proven track record in high-change, high-uncertainty environments, delivering meaningful results in a “team of teams” and multi-level organizational contexts.
- History of delivering team coaching results in a myriad of delivery methods: face-to-face, virtual and hybrid environments.
- Ability to understand the contextual awareness of the business, without being embedded in the team or aligned to its delivery or performance.
- Fluent oral and written English

Accessibility and accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to inclusion.switzerland@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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部门

Development

Business Unit

Universal Hierarchy Node

地点

Switzerland

站点

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Alternative Location 1
Dublin (NOCC), Ireland

Alternative Location 2
London (The Westworks), United Kingdom

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

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