

Associate Director, Search & Evaluation

Job ID
REQ-10066955

11月 14, 2025

USA

摘要

Location: this role will be based in Cambridge, MA US.
LI-#hybrid

The Novartis Strategy & Growth, Corporate and Business Development team is seeking a new Associate Director, Search and Evaluation (S&E). This individual will report to the Head of Search & Evaluation for Platforms and AI and will play a key role in identifying and evaluating external platform technologies that align with strategic priorities across the value chain, from discovery to commercialization.

About the Role

Key responsibilities:

- Build and analyze competitive landscapes and innovation ecosystems in strategic areas of interest to inform search priorities and opportunity assessments.
- Collaborate with internal stakeholders across R&D, commercial, and corporate development functions to drive strategic growth through partnerships, licensing, and M&A.
- Present opportunities within the global S&E team and broader C&BD team.
- Represent Novartis externally at industry conferences, and meetings to build relationships and enhance visibility.
- Build and maintain a robust knowledge base of emerging platform technologies and trends.
- Deliver against the S&E organization's Business Development & Licensing strategies and plans/objectives.
- Lead the execution of search activities and ensure alignment with strategic priority targets.
- Conduct triage and due diligence on inbound opportunities, ensuring thorough documentation and internal alignment.
- Collaborate with internal teams to prepare materials for governance and deal execution.
- Work constructively with key stakeholders, present to internal leadership teams, and drive internal consensus on opportunities.
- Support the formal governance process and adhere to internal BD&L review standards to ensure consistency and quality in evaluations.
- Actively participate in external engagements to support branding and visibility of the S&E team.

Essential requirements:

- Bachelor's degree in life sciences required. Advanced degree (PhD, MD) is strongly preferred.
- 5+ years of experience in business development, strategy, consulting or R&D within the pharmaceutical or biotech industry.
- Demonstrated understanding of drug discovery, clinical development, and platform technologies.
- Strong analytical, organizational, and communication skills.
- Ability to work independently and collaboratively in a matrixed environment.
- Experience with cross-functional stakeholder engagement and governance processes.
- Willingness to travel domestically and internationally as needed.

The salary for this position is expected to range between \$152,600.00 and \$283,400.00 USD per 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.

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>

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Accessibility & 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 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.

部門
Strategy & Growth

Business Unit
Strategic Planning & BD&L

地点
USA

状态
Massachusetts

站点
Cambridge (USA)

Company / Legal Entity
U061 (FCRS = US002) Novartis Services, Inc.

Functional Area
BD&L & Strategic Planning

Job Type
Full time

Employment Type
Regular

Shift Work
No

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