

## Study & Site Operations- US Country Head (Remote)

Job ID  
REQ-10070317

3月 19, 2026

USA

### 摘要

The SSO Country Head is accountable for all country clinical operations activities related to the allocation, initiation, conduct (recruitment, quality data collection) and timely completion of Phase I-IV Oncology and Pharma clinical trials. The SSO Country Head is responsible for implementing the Study & Site Operations archetype and Hub/Country strategy, while delivering to Country budget and productivity targets in line with Study & Site Operations and local business objectives. Operationally responsible for building a high performing team culture and ensuring standardization across Development Units - including talent development, performance management and established monitoring procedures in accordance to GCP, ICH and local regulations.

The SSO Country Head is responsible for Study & Site Operations structure integration within Country CSO and Medical to ensure alignment on portfolio strategy, prioritization and performance to aligned objectives for GDD trial delivery. The SSO Country Head can also undertake additional responsibilities as GDD Country Coordinator (if applicable refer to separate GDD Country Coordinator Role Profile).

#LI-Remote

Internal Title: SSO Country Head

Location: Remote

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 25% travel

## About the Role

Key Responsibilities:

Trial Monitoring strategy

- Defines and drives Country Study & Site Operations strategy to achieve Hub/Country business and trial strategy objectives in close collaboration with Americas Hub Head and US Medical
- Aligns country SSO objectives to global and hub SSO objectives and US Medical
- Identifies and implements innovative practices and patient engagement strategies in collaboration with CRMA, US Medical within the Country, as well as, in support of Hub strategies - to best advance clinical trial planning, execution and quality

Allocation, initiation and conduct of trials

- In collaboration with the US SSO Country Head Portfolio, defines and implements Country (Hub, where applicable) feasibility strategy to ensure strategic allocation and execution of global development trials within the Country (Innovative Medicines Phase I-IV)
- Identifies opportunities to build competitive advantage for global development trials within the Country by identifying trial level synergies for medical standard of care, local business drivers and site relationship management
- Drives collaborative engagement model with the SSO Country Head Portfolio to ensure Country participation in global trials meets GDD needs while ensuring alignment with Country/Hub strategy
- Ensures Country site activation, enrolment, timelines, resource allocation and budget trial commitments are delivered per established Hub/Country key performance indicators

Delivery of quality data and compliance to quality standards

- Actively monitors the KQI ' s and the development, maintenance and execution of the yearly process control plan in the Country to ensure adherence to clinical data standards, prevailing legislation, GCP, Ethical Committee and SOP requirements
- Promotes a compliance culture advocating the adherence to highest standards and ethical integrity, ensuring human subject protection and reliability of trial results at all times
- In collaboration with US SSO Field Head responsible for country monitoring issue identification, escalation and resolution pathways, partnering with relevant medical/clinical functions, Country QA, GLF ' s and Dev QA

- Actively manages Country issue identification and resolution in relation trial audits, inspections and delivers to CAPA implementation requirements
- Is accountable for Country adherence/compliance to SOPs and, roll-out/adoption across Country Study & Site Operations for required training curricula per GDD targets
- Drives continuous improvement in Study & Site Operations, fosters best practice sharing within the Country and supports Hub best practice sharing

#### Management of people and resources management

- Is responsible for hiring, development, retention and succession planning of talent including US Field Monitoring Head, Study Start Up Head and Portfolio Head(s).
- Is responsible for the allocation of Study & Site Operations resources within the Country SSO in collaboration with Hub Head (as appropriate)
- Manages, develops and recognizes Country performance of Country SSO associates in line with the Country objectives
- Develops performance management processes to proactively manage key performance and quality indicators to ensure achievement of Country/Hub performance targets
- Is responsible to implement and adopt global training strategy and tools within the Country and, ensures Country training needs are communicated to Global Training

#### Budget and productivity

- Is responsible for Country budget and headcount allocation to achieve targets in co-operation with the Hub Head and Finance (as appropriate)
- Is responsible for driving the delivery of the Country Study & Site Operations productivity initiatives and targets

#### Essential Requirements:

- Bachelor ' s Degree in life sciences required
- Minimum 10 years ' experience in clinical research - planning/executing and/or monitoring clinical trials with minimum 4 years in a people management role
- Expert understanding of all aspects of clinical drug development with particular emphasis on trial execution and monitoring
- Thorough understanding of the international aspects of drug development process, including expert knowledge of international standards (GCP/ICH), health authorities (FDA/EMA), local/National Health Authorities regulations and Novartis standards
- Superior leadership, strategic thinking and matrix management skills
- Established track record of leading successful teams
- Excellent site management capabilities with demonstrated negotiating and problem-solving skills including financial management
- Excellent organizational, interpersonal skills with extensive networking expected
- Excellent communicator and presenter (oral and written), ability to communicate to Sr. Leaders

#### Desirable Requirements:

- Advanced Degree in scientific or business preferred
- Experience in matrixed team leadership preferred

The salary for this position is expected to range between \$225,400 and \$418,600 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.

To learn more about the culture, rewards and benefits we offer our people click [here](#).

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

#### 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.

#### 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](mailto: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

Development

地点

USA

状态

Remote, US

站点

Remote Position (USA)

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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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69bcbab74ace4051234634"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth  var config = { targetId:
"kalturaplayer69bcbab74ace4051234634", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "playkit-js-transcript":{ position: "right", // Default: bottom;( ' left ', ' right', ' top ', 'bottom' ) to
enable transcript. expandMode: "over", // Default: alongside;( ' alongside', ' hidden ', 'over' )
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };

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try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); setTimeout(() => {
setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {
players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {
players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause ===
'function') { otherPlayer.pause(); } })); }); }); } catch (e) { console.error(e.message) }

```



**VIDEO**

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