

## Clinical Operations Country Head

Job ID  
REQ-10071791

2月 13, 2026

France

### 摘要

#LI-Hybrid

This role is based in Rueil Malmaison, France. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

The Clinical Operations Country Head owns all country Study & Site Operations for Phase I-IV trials, ensuring timely, high quality execution within budget and productivity targets, in line with the Study & Site Operations archetype, Hub/Country strategy, and regulatory standards. He/She builds a high performing, standardized team and integrates Study & Site Operations within Country CSO and Medical to align on portfolio strategy, prioritization, and performance for GDD (Global Drug Development) trial delivery; may also act as GDD Country Coordinator if applicable.

### About the Role

Key Responsibilities:

- Trial monitoring strategy: Sets and leads the country Study & Site Operations strategy in alignment with global, hub, and local medical objectives to ensure effective and high quality trial delivery.
- Allocation, initiation and conduct of trials: Oversees country feasibility, trial allocation, site activation, enrolment, timelines, and resources to ensure successful execution of global development trials.
- Delivery of quality data and compliance: Ensures compliance with GCP, regulatory, and SOP requirements by overseeing data quality, inspections, audits, and continuous quality improvement.
- People and resource management: Leads, develops, and manages Clinical Operations teams and resources to build a high performing organization aligned with country and hub priorities.
- Budget and productivity: Owns country Clinical Operations budget, headcount, and productivity targets, ensuring efficient delivery against agreed performance goals.

#### Essential Requirements:

- 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 and international aspects of drug development process and standards (GCP/ICH), international health authorities (FDA/EMA), local/National Health Authorities regulations and Novartis standards.
- Demonstrates strong strategic leadership and matrix management capabilities, with a proven track record of leading high performing teams and delivering effective site, financial, and operational outcomes through strong negotiation and problem solving skills.
- Demonstrates strong negotiation and conflict resolution capabilities, excellent interpersonal and networking skills, and the ability to communicate and present effectively—both orally and in writing—to senior leaders.

#### Desirable Requirements :

- Bachelor's Degree in life sciences required; Advanced Degree in scientific or business preferred
- Fluent in both written and spoken English and French

#### Benefits and Rewards :

- Salary range: 117 520 € - 176 280 €
- An annual bonus
- A focus on your career development
- Access to our Quality of Life at work program
- Flexible working
- Advanced social coverage for you and your loved ones
- 27 days of paid leave & 14 days of RTT per year
- Various employee recognition programs

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>

Commitment to Diversity and Inclusion / EEO paragraph:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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

部门  
Development

Business Unit  
Development

地点  
France

站点  
Paris Headquarter (PHARMA)

Company / Legal Entity  
FR12 (FCRS = FR012) Novartis Pharma S.A.S.

Functional Area  
Research & Development

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer698f44fceaa44240337522"); 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:
"kalturaplayer698f44fceaa44240337522", 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 } };
```

```
try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof
```

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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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