Head Real Estate Portfolio RoW

Job ID
REQ-10072519

3   03, 2026

Spain

Main location: Barcelona, Spain #LI-Hybrid
Other locations: Prague, Czech Republic or Ljubljana, Slovenia #LI-Hybrid

Novartis is unable to offer relocation support: please only apply if accessible.

In this role, you will provide REFS strategy and governance across the Real Estate portfolio in line with Novartis strategies, aligning Real Estate Strategy with the company's cultural, sustainability, and financial agendas. You will be driving AI and automation to improve decision making, efficiency, and service delivery while setting the strategic direction for all REFS activities and services.

About the Role

Your responsibilities will be but are not limited to:

- Define and govern regional Real Estate strategy aligned with Novartis priorities and the company's culture, sustainability, and financial agendas; ensure consistent portfolio standards.
- Lead portfolio planning and execution across sites, countries, and clusters; translate business demand into an integrated regional portfolio and delivery roadmap.
- Drive cost, quality, and productivity optimization across the portfolio, including space utilization and service performance against targets, standards and benchmarks.
- Manage and optimize suppliers and contracts ensuring strategic alignment, performance management, and value delivery with external service providers and partners.
- Embed continuous improvement and process excellence through reporting, analytics, and clear operating rhythms; identify patterns, dependencies, and improvement opportunities across markets.
- Accelerate digital, automation, and AI adoption in Real Estate processes in line with the roadmap to increase productivity, speed, and decision quality.
- Build strong stakeholder partnerships with key customers; anticipate business changes and ensure services and plans remain fit for purpose.
- Lead regional governance and communications via structured cadence with Country, Cluster, and Site REFS Heads; provide direction and ensure consistent implementation.
- Develop organizational capability and talent including coaching, co-owning hiring and development, succession planning, training, and fostering a positive performance culture.
- Measure and improve customer satisfaction by defining metrics, monitoring service experience, and driving actions that strengthen outcomes and relationships.

Essential Requirements:

- Extensive Global Experience in Real Estate area P&L or Unit Accountability.
- Comply project management experience on RE Cross Cultural Experience.
- People Leadership, Real Estate management Real Estate Asset Management
- Major Change management: Leading large and/or diverse multi-functional teams.
- Knowledge of GxP standards and processes.
- Fluency in English

Desirable Requirements

- Knowledge of patient and customer trends and insights and of core HSE & BCM work processes
- RICS (Royal Institution of Chartered Surveyors)

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

Commitment To Diversity And Inclusion /EEO
Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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 diversity.inclusionch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join Our Novartis Network
If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: https://talentnetwork.novartis.com/network

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)](#)

Operations

Business Unit
Purchasing & Sourcing

Spain

Barcelona Gran Vía

Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Alternative Location 1
Ljubljana, Slovenia

Alternative Location 2
Prague (Sandoz), Czech Republic

Functional Area
Facilities & Administration

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("kalturaplayer69a6fff0959fc415479476"); 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:
"kalturaplayer69a6fff0959fc415479476", provider: { widgetId: "1Om7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: O }, 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 kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); 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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