

Enterprise NHP Strategy and Governance Lead

Job ID
REQ-10072704

3月 16, 2026

USA

摘要

Internal Title: Director

LI#-Hybrid

Location: Cambridge, MA USA

As the Enterprise NHP Strategy & Governance Lead you will be accountable for defining, governing, and operationalizing Novartis' enterprise wide strategy for the ethical, scientifically justified, and operationally resilient use of non human primates (NHPs) in preclinical research. You will lead cross functional governance, portfolio forecasting, supply chain resilience, and external positioning to ensure regulatory alignment, scientific rigor, and measurable reduction in NHP use through NAMs and advanced alternatives.

About the Role

Key Responsibilities:

Enterprise Governance & Strategic Leadership

- Establish and lead an enterprise wide NHP governance model, including a cross functional council spanning PCS, PKS, SciOps, Animal Welfare, Procurement, and NBR Disease Areas.
- Define and enforce enterprise decision principles for NHP use, including prioritization, scientific justification, study placement, and supply allocation.
- Drive a structured governance cadence (e.g., steering committees, portfolio alignment) to ensure timely, aligned decision making.
- Own enterprise visibility and escalation mechanisms, including dashboards and global escalation frameworks for supply constraints, CRO quality issues, and portfolio conflicts.

Operational, Supply Chain & Resource Planning

- Partner with operations teams to ensure NHP supply continuity, optimizing BCUS and global colony capacity and utilization.
- Strengthen supplier and CRO performance, including long term sourcing strategies, CRO oversight standards, and quality KPIs.
- Lead alignment of global and regional NHP strategies, including China specific sourcing, logistics, feasibility, and regulatory considerations.
- Build and own a multi year enterprise NHP forecasting and scenario planning capability, aligned to modality mix, portfolio priorities, and clinical timelines.
- Integrate NHP planning with financial and resource planning, ensuring transparency of cost drivers and reserve strategies.

External Engagement & Enterprise Positioning

- Represent and position Novartis as an industry leader in ethical, science driven NHP use through Health Authority engagement, external collaborations, and enterprise communications.

Essential Requirements:

- Board-certified laboratory animal veterinarian (Dip ACLAM) with 10 or more years of experience in biomedical research involving nonhuman primates
- Deep experience in preclinical research strategy, operations, or translational science
- Proven leadership in enterprise governance and cross functional alignment in a complex, matrixed pharmaceutical R&D environment
- Strong understanding of NHP ethics, regulation, and animal welfare frameworks including application of the 3Rs, and integration of NAMs and advanced alternatives
- Experience with portfolio forecasting, capacity planning, and scenario modeling
- Credibility with Health Authorities, external partners, and scientific consortiums
- Demonstrated ability to drive alignment and behavior change across scientific, operational, and animal welfare stakeholders without direct line authority

The salary for this position is expected to range between \$168,000 and \$312,000 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 \(PDF 30 MB\)](#)

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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.

部门

Biomedical Research

Business Unit

Research

地点

USA

状态

Massachusetts

站点

Cambridge (USA)

Company / Legal Entity

U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.

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("kalturaplayer69b83ef6a4ab4100148418"); 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:
"kalturaplayer69b83ef6a4ab4100148418", 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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