Director PHAD India

Job ID
REQ-10073498

3   10, 2026

India

Key leadership role within PHAD (Pharmaceutical Development Unit in the global CMC organization), accountable for PHAD India deliverables, with significant strategic and operational responsibility. Lead the PHAD India organization comprising of multiples units (Pharmaceutical development of oral and parenteral drug products, external partner management, and lead optimization and pre-clinical formulation development).

Shape and develop its strategic direction and drive operational excellence in line with the Global PHAD vision and strategy. Drive people development/growth of PHAD India associates and Diversity and Inclusion goals. Foster a culture of innovation, empowerment, trust, learning, and high performance. Nurture cross-functional collaboration between PHAD, TRD (Technical Research and Development) and Development India teams.

About the Role

Major accountabilities:

Strategy & Direction

- Set and evolve the PHAD India strategy for science and technology, aligned to global business needs and the organizational vision.
- Ensure alignment with the end to end drug development process, and with the global PHAD functions.

Portfolio, Planning & Operational Excellence

- Plan and allocate resources to meet timelines and key milestones across the global oral and parenteral portfolio, keeping schedules realistic and delivery focused.
- Drive operational excellence to deliver high quality products and solutions, embedding continuous improvement practices.
- Ensures local execution of global initiatives, priorities, and objectives
- Ensures best practice sharing, knowledge exchange and cross functional support within the global PHAD and the PHAD & ARD (Analytical Research and Development) India Organizations across all units/departments
- Financial responsibility: Ensure project and lab spending within line function budget and financial competency. Propose and prepare business cases for investments, in line with global PHAD.

Science, Quality & Compliance

- Generate, review, and hand over high quality scientific documents to partners (Operations, authorities, other companies), ensuring clarity and regulatory readiness.
- Influences/persuades others and work according to appropriate SOPs. GLP, GMP, OQM, HSE, ISEC and Novartis Guidelines
- Ensures alignment with all required regulation and guidelines in Operations and Projects to guarantee permanent regulatory readiness

Stakeholder Engagement & Communication

- Lead multiples teams to deliver on project and business objectives, reinforcing collaboration mechanisms.
- Represent the unit with internal and external stakeholders, acting as the strategic liaison in initiatives and partnerships.

People, Capability & Culture

- Role model PHAD values—collaboration, entrepreneurship, courage, innovation—Achieves a true culture of empowerment and innovation, diversity and inclusion, trust, high performance, and continuous improvement mindset
- Actively coach and develop direct reports

- Drive people development/growth of PHAD IN associates, in line with Global PHAD ambitions, D&I goals, and the site culture and climate.
- As a member of the PHAD global leadership team, actively contribute to PHAD strategy, vision and operations; represent PHAD at cross-functional decision-/governance boards

Minimum Requirements:

- Advanced degree in pharmaceutical sciences (Ph.D. or equivalent), or equivalent.
- >10 years of experience in pharmaceutical industry, in functions with exposure to drug product development in pharmaceutical development or technical operations at NVS or at similar functions in other companies
- >10 years of experience in people management, in multi-disciplinary drug development teams.
- Leadership experience in the delivery of complex programs and managing multiple projects simultaneously.
- Strong interpersonal, networking, and strategic partnering skills
- Energetic, can-do attitude
- Excellent written and verbal communication/presentation skills coupled with scientific / technical skills and with negotiation and conflict resolution skills.
- Strong executive presence, ability to manage stakeholders in a matrix set up and having an enterprise mindset

Work Experience:

- Managing Crises.
- People Challenges.
- Collaborating across boundaries.
- Operations Management and Execution.
- People Leadership.

Skills:

- Budget Management.
- Coaching Skills.
- Data Science.
- Experiments Design.
- Laboratory.
- Npi (New Product Introduction).
- People Management.
- Problem Solving Skills.
- Process Simulation.
- Project Management.
- R&D.

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)

Development

Business Unit
Development

India

Hyderabad (Office)

Company /Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

```javascript
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69b6a86f33e16974481961"); 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:
"kalturaplayer69b6a86f33e16974481961", 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 } };
```

```javascript
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); }, 5OO); 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

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 individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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