

Clinical Trial Excellence Project Manager

Job ID
REQ-10083684

7月 24, 2026

Spain

Available in: English

摘要

The Clinical Trial Excellence (CTE) Project Manager supports the delivery of operational excellence in trial management at Novartis, as defined by the CTE Head. Focusing on the Study Leader (SL) role, and associated ways of working, governance, collaboration, inspection readiness, and trial execution performance.

This global role is part of the CTE organization and supports the CTE Head and CTE Lead in translating the enterprise trial management excellence strategy into practical, scalable standards and solutions for SLs. The CTE Lead drives harmonized SL execution practices across programs and trials, strengthens SL role clarity and capabilities, and enables Study Leadership to operate with greater trial leadership consistency, quality, agility, efficiency and accountability.

The CTE PM collaborates with the CTE Lead and CTE to support an effective, measurable, Study Leadership excellence model that is aligned with organizational priorities, latest regulatory requirements, and industry best practices. The role integrates business, quality, risk, digital, and operational needs for SLs, including proactive risk management, data quality, TMF documentation,

inspection readiness, and effective trial-level oversight and decision-making.

The CTE PM establishes, deploys, and continuously improves guidance, playbooks, training, metrics, dashboards, and tools for the assigned area (per CTE Head). The role drives execution through matrix leadership, cross-functional collaboration, and targeted initiatives that simplify workflows, embed quality by design, and support adoption of digital and AI-enabled solutions.

About the Role

#LI-Hybrid

Relocation Support: This role is based in Barcelona Gran Via, Spain. Novartis is unable to offer relocation support: please only apply if accessible.

About the Role

Help shape the future of clinical trial delivery at Novartis. As a Clinical Trial Excellence Project Manager, you will play a pivotal role in advancing Study Leadership excellence across our global clinical development organization. Working at the intersection of trial execution, quality, innovation, and operational excellence, you will help create scalable solutions, strengthen trial leadership capabilities, and drive continuous improvement in how clinical studies are delivered. This is a unique opportunity to influence global ways of working, champion digital and AI-enabled innovations, and partner with diverse stakeholders to improve quality, agility, inspection readiness, and patient-focused outcomes across our clinical trial portfolio.

Key Responsibilities

- Drive implementation of Study Leadership excellence standards across global clinical trial programs and study archetypes.
- Develop and enhance guidance, playbooks, tools, and best practices that strengthen trial leadership effectiveness.
- Lead cross-functional initiatives that improve trial execution quality, consistency, agility, and operational oversight.
- Partner with Study Leaders and stakeholders to strengthen governance, decision-making, and inspection readiness.
- Create metrics, dashboards, and insights that measure Study Leadership performance and continuous improvement.
- Design and deliver training, communications, and communities of practice that support capability development.

- Promote quality by design, proactive risk management, and Trial Master File documentation excellence.
- Evaluate industry trends and emerging practices to identify opportunities for innovation and operational improvements.
- Coordinate workshops, leadership forums, and strategic communications that drive alignment and adoption.
- Leverage digital tools, analytics, Copilot, and artificial intelligence solutions to enhance trial delivery outcomes.

Essential Requirements

- Bachelor's degree in Life Sciences, Healthcare, or a related scientific discipline.
- Minimum five years of clinical operations, clinical research, or clinical trial management experience.
- Experience leading or matrix-leading cross-functional teams, initiatives, or complex trial delivery activities.
- Strong understanding of drug development, clinical trial execution, and Good Clinical Practice requirements.
- Proven ability to drive operational improvement, process simplification, and continuous improvement initiatives.
- Demonstrated success translating strategic objectives into measurable plans, deliverables, and adoption strategies.
- Excellent stakeholder management, communication, presentation, and collaboration skills in global matrix environments.
- Experience using clinical systems, data analytics, dashboards, digital tools, or artificial intelligence-enabled solutions.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining

Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

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 \(PDF 30 MB\)](#)

Primary location salary range
\$0.00 - \$0.00

部门
Development

Business Unit
Development

地点
Spain

站点
Barcelona Gran V í a

Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmac é utica, S.A.

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a66b3263633f396137876", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
```

```
[ 'Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["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 }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { 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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =
thumbnailEmbed({config, mediaInfo: {entryId: "1d9fvmafo"}}); // thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise .then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kaltura_data_layer.js that a new player is ready so
it can // attach custom event listeners immediately, regardless of when // the user clicked the
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {
console.error(e.message) }
```

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