

## Director, Head of External Animal Activities

Job ID  
REQ-10085196

8月 19, 2026

USA

### 摘要

**WORK ARRANGEMENT:** Hybrid, #LI-Hybrid

**LOCATION:** Cambridge, Massachusetts, United States with approximately 20% travel

**RELOCATION SUPPORT:** This role is based in Cambridge, Massachusetts, United States. Novartis is unable to offer relocation support: please only apply if accessible.

What if you could help shape the future of responsible biomedical research on a global scale? As Head of External Animal Activities, you will play a critical leadership role at the intersection of animal welfare, ethical science, governance, and enterprise risk. This unique opportunity allows you to influence how Novartis partners with external organizations worldwide, ensuring animal research is conducted responsibly and ethically in alignment with the highest standards of welfare, compliance, scientific excellence and the principles of the 3Rs: Replacement, Reduction, and Refinement. Your leadership will help build trust, drive accountability, and support innovation that ultimately benefits patients around the world

## About the Role

The Director serves as a centralized point of accountability for external animal welfare governance, partner oversight, assurance strategy, standards implementation, ethical review support, and escalation management within the scope of Novartis-sponsored external animal activities. The role shapes governance frameworks, applies risk-based oversight, conducts executive stakeholder management, and supports responsible decision-making where scientific, ethical, animal welfare, operational, regulatory, and public trust considerations must be balanced.

### Key Responsibilities

- Lead enterprise oversight of Novartis-sponsored animal activities conducted through external partners and collaborators.
- Build alignment across diverse stakeholders while balancing enterprise risk and research objectives.
- Advise senior stakeholders on complex decisions involving scientific, ethical, operational, and reputational considerations.
- Champion consistent application of Novartis animal welfare expectations across all external partnerships.
- Oversee risk management, compliance activities, and assurance programs across external research partnerships.
- Shape and evolve governance frameworks supporting responsible and ethical external animal research.
- Drive due diligence, audits, issue resolution, corrective actions, and escalation processes when required.
- Ensure alignment with animal welfare standards, ethical principles, regulatory expectations, and the 3Rs.
- Support external partnerships, business development activities, and research initiatives involving animal welfare considerations.
- Lead and develop a high-performing team while influencing outcomes across a global matrix organization.

### Essential Requirements

The role requires a leader who combines demonstrated experience leading governance frameworks, managing enterprise risk, overseeing external partners, influencing senior and executive stakeholders, and driving accountability across a global matrix organization with deep subject matter expertise in laboratory animal medicine and welfare.

- Significant experience leading governance programs, assurance frameworks, or risk-based oversight initiatives.
- Proven ability to influence senior stakeholders and build alignment in complex matrix environments.
- Experience overseeing external research partners, contract research organizations, or academic collaborations.
- Demonstrated success applying audits, due diligence, issue management, and continuous improvement practices.
- Veterinary degree such as Doctor of Veterinary Medicine, Veterinary Medical Doctor, or

equivalent qualification.

- Deep expertise in laboratory animal medicine, animal welfare, and responsible research oversight.
- Strong knowledge of animal welfare regulations, ethical review principles, and the 3Rs.
- Specialized training, board certification, or equivalent advanced experience in laboratory animal medicine or animal welfare, such as Diplomate of the [American College of Laboratory Animal Medicine](#) (DACLAM), and Diplomate of the European College of Laboratory Animal Medicine (DECLAM) or comparable credentials.

## Desirable Requirements

- Experience supporting business development, partnership due diligence, or integration activities.
- Experience leveraging digital tools, artificial intelligence-enabled solutions, or data-driven oversight approaches.
- Experience operating across multiple geographies or regulatory environments.

This is a unique opportunity to help advance consistent expectations for responsible external animal research across Novartis-sponsored external partnerships. The role sits at the intersection of animal welfare, ethical science, governance, assurance, enterprise risk, and public trust, and will influence how Novartis partners externally to enable scientifically necessary and ethically justified biomedical research.

## Rewards:

The salary for this position is expected to range between \$176,400 & \$237,600 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 \(PDF 30 MB\)](#)

#### EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

#### 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](mailto: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

Administration & Facility

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

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a873a3a1fe9c862420946", 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: "1dgfvmafo"}});  
  // _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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