

## Strategy and Operations Associate Director, EMEA Cluster

Job ID  
REQ-10088568

九月 29, 2026

United Kingdom

### 摘要

#LI-Hybrid

Internal job title: SSO Strategy & Operations Cluster Head

Primary Location: London, United Kingdom (for candidates residing within 50 miles of the office)  
Other Locations: Remote, United Kingdom (UK based candidates living more than 50 miles from the office)

Relocation Support: This role is based in London, United Kingdom. Novartis is unable to offer relocation support: please only apply if accessible.

Imagine helping shape the future of clinical trial delivery across an entire cluster. As the Strategy & Operations Cluster Head, you will be at the centre of driving strategic execution, operational excellence, innovation, and transformation across Study & Site Operations (SSO). Partnering with senior leaders across local and hub teams, you will translate strategy into action, lead high-impact initiatives, and deliver meaningful improvements that enhance productivity, performance, and the execution of clinical development programmes. This is an exciting opportunity to influence how

Novartis operates, foster a culture of continuous improvement, and help bring innovative medicines to patients faster.

## About the Role

### Key Responsibilities

- Translate hub strategies into actionable plans that drive cluster performance and business outcomes.
- Lead strategic initiatives that enhance operational excellence, productivity, and clinical trial execution across the cluster.
- Identify cluster opportunities, risks, and challenges, implementing solutions that support long-term success.
- Drive innovation, transformation, and change management initiatives across Study & Site Operations.
- Oversee cluster communication and information management strategies to strengthen stakeholder alignment.
- Partner with senior leaders to optimise resource planning, portfolio execution, and operational effectiveness.
- Leverage data, market insights, and industry trends to inform strategic decisions and continuous improvement.

### Essential Requirements

- Bachelor's degree in Life Sciences or a related scientific discipline.
- Experience in pharmaceutical development, clinical research, or clinical trial delivery within a complex global environment.
- Demonstrated success leading cross-functional initiatives that drive operational excellence, productivity, and business performance.
- Strong understanding of clinical development processes, industry regulations, and Good Clinical Practice requirements.
- Proven ability to influence stakeholders and drive change across matrix organisations without direct authority.
- Excellent strategic thinking, communication, and stakeholder management skills, with the ability to engage senior leaders.

### Benefits & Rewards

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

**Expected Annual Base Salary Range for role: £ 67,900 to £ 126,100**

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.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

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.*

### **Commitment to Diversity and Inclusion / EEO paragraph**

Novartis is committed to building an outstanding, inclusive work environment and diverse teams ' representative of the patients and communities we serve.

**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  
£ 67,900.00 - £ 126,100.00

部门  
Development

Business Unit  
Development

地点  
United Kingdom

站点  
London (The Westworks)

Company / Legal Entity  
GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Alternative Location 1  
Home Worker, United Kingdom

Functional Area  
Research & Development

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6abc922a5ed0a877590597", 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 kalturadatalayer.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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