NOVARTIS

Director, Governance Enablement

Job ID
REQ-10093443

十一月 23, 2026

Spain

摘要

#LI-Hybrid

Location: Barcelona or Madrid, Spain
Relocation Support: Yes

Ready to shape how Medical Affairs governance is understood, adopted, and embedded across international markets?

As Director, Governance Enablement, you will lead an International Medical Affairs (IMA) - wide governance enablement portfolio focused on strengthening governance capabilities, country adoption, and consistent execution across regions and more than 60 countries and territories.

You will develop scalable learning and enablement approaches, strengthen governance networks and communities of practice, and partner with regional and country teams to translate governance requirements into practical ways of working. Leveraging monitoring insights, analytics, digital tools, and responsible AI, you will identify capability gaps, enable targeted interventions, and help drive

sustainable organizational change and governance maturity across International Medical Affairs. Reporting to the Head of International Medical Affairs, Governance Enablement, you will play a key role in building sustainable governance capabilities and enabling consistent, high-quality execution across international markets.

About the Role

Key Responsibilities:

- Lead the IMA-wide Governance Enablement portfolio, strengthening governance capability and adoption across regions, countries, and the IMA Office.
- Design and deliver scalable governance learning and capability-building approaches that translate Medical standards into practical ways of working.
- Lead the evolution of the Medical Governance Academy, including curricula, onboarding, targeted learning, and Hypercare support.
- Build and strengthen cross-country governance networks and communities of practice to enable knowledge sharing and consistent implementation.
- Partner with regional and country Medical Affairs teams to provide targeted governance advice, coaching, and intervention where needed.
- Translate monitoring and quality insights into targeted capability-building initiatives that address adoption gaps and strengthen governance maturity.
- Drive sustainable organizational change by supporting countries in embedding governance requirements into day-to-day Medical Affairs practices.
- Leverage analytics, digital tools, automation, and responsible AI to enhance governance enablement and network effectiveness.
- Collaborate with Medical Affairs, Quality, Ethics, Risk & Compliance, Legal, and other partners to ensure coordinated and effective governance enablement.
- Provide strategic insights and recommendations to senior leadership, identifying capability trends, emerging needs, and opportunities to strengthen governance effectiveness across International Medical Affairs.

Essential Requirements:

- Advanced degree in Medicine, Pharmacy, Life Sciences, or a related field.
- Minimum 8 years of Medical Affairs, Quality, and Compliance experience within the pharmaceutical industry.
- Country-level experience combined with above-country, regional, or international experience, with a strong understanding of how governance standards translate into local execution.
- Proven experience in Medical Affairs governance, compliance, risk management, and associated operating models.
- Demonstrated experience leading organizational transformation, governance enablement, or capability-building initiatives across multiple markets.
- Strong strategic leadership and influencing skills, with the ability to align senior cross-functional and country stakeholders.
- Demonstrated ability to navigate complex matrix organizations and influence senior stakeholders across functions, regions, and countries.
- Excellent written and spoken English, combined with strong communication, organizational,

and stakeholder-management capabilities.

Desirable Requirements:

- Proficiency in additional languages beyond English.
- Experience driving large-scale Medical Affairs governance transformation or organizational change across international markets.

Benefits: Read our handbook to learn about all the ways we ' ll help you thrive personally and professionally: Novartis Life Handbook

Expected Annual Base Salary Range for role:

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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 & Inclusion: 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
€ 93,800.00 - € 174,200.00

部门
International

Business Unit
General Management

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: "kalturaplayer6b0488482bb78025421213", 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 datalayer.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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