

# Head Medical Affairs WEC cluster

Job ID  
REQ-10020673  
Sep 19, 2024  
Switzerland

## Summary

Bringing life-changing medicines to millions of people, Novartis sits at the intersection of cutting-edge medical science and innovative digital technology. As a global company, the resources and opportunities for growth and development are plentiful including global and local cross functional careers, a diverse learning suite of thousands of programs & an in-house marketplace for rotations & project work. With strong medicines pipeline our current transformation will not just deliver growth for our business but continue to allow us to bring innovative medicines to patients quickly.

## About the Role

The Head of Medical Affairs of WEC cluster (CSO) leads the medical function across the cluster and is responsible for driving medical excellence across cluster countries, harnessing opportunities for internal and external synergies in transformation of local clinical practices and guidelines across disease areas.

The senior leader is accountable for cluster countries to have aligned, integrated and innovative medical pre-launch and launch plans, executed early, to ascertain optimal access and patient outcomes in the real world, transforming the standard of care. Furthermore, the cluster medical affairs head drives the medical talent agenda to develop leadership, talent and critical capabilities in the medical function across the cluster.

The senior leader reports to the President of the cluster with a dotted line to the Head Medical EU, he is a member of the WEC leadership teams, as well as the Region Europe Medical leadership team, and provides functional leadership to the Heads of Medical Affairs in cluster countries.

Your responsibilities include, but are not limited to:

- Shapes and drives medical excellence for the cluster countries regarding all scientific, medical, and clinical aspects in line with International, Regional and Cluster needs and portfolio strategies and priorities.
- Early identification of cluster medical and clinical needs
- Ensures country IEPs include integrated, diverse data available at launch to support own local reimbursement and clinical implementation, aligned with the global (GMA) Integrated Evidence Plan (IEP): innovative integrated evidence generation strategies, novel research activities, and local collaborative and impactful partnership engagements.
- Supports utility of RWE innovative study designs and exploratory trials (where applicable) across Franchises to accelerate patient access; oversight of Managed Access Programs (MAPs), IITs etc.
- Champions bold partnerships with local Health Care Systems, beyond the traditional healthcare professionals and organizations. Identifies opportunities for joint value creation deploying new engagement models of broader reach.
- Cultivates strategic and effective co-creation and collaboration plans, for allocation and execution of clinical

trials throughout the cluster, as necessary. Cluster portfolio prioritization to support Development strategies and resource allocation.

- Foresees that all studies across the cluster are developed and timely executed based on country evidence gaps. Accountable to ensure adherence to all governance, compliance, quality, and safety measures in accordance with local standards in implementation.
  - Ensures effective communication plans are in place at cluster country level for external stakeholder education and advocacy.
  - Ensures implementation science plans in place early and holistically to systematically shape health policy and practice guidelines converging clinical innovations and treatments into better standards of care via better disease management. Depth of insight and understanding of local healthcare ecosystem and contextual system challenges to ensure early reimbursement and patient adherence.
  - Encourages utility of more innovative digital technologies for more meaningful and impactful engagements and data generation and utilization.
  - Builds and facilitates close cross-functional equal partner collaboration with key internal stakeholders, co creating and leading where necessary. Function as the key medical interface to Cluster Head, Value Access and Commercial Development (VACD) and Commercial Heads, Development representatives, Public Affairs and ERC teams as well as related Regional teams. In partnership with country Regulatory Affairs, develops and manages long-term relationships with local regulatory agencies and relevant medical societies.
  - Maintains and drives the standards of medical and scientific excellence in the cluster through recruitment selection, deployment and capability upskilling of agile innovative and collaborative talent together with P&O, in accordance with Novartis Leadership Standards. Role models ethical standards and contribute proactively to a credible image for Novartis in the cluster. Represent Novartis at key external governmental, scientific, clinical and medical events to educate, advocate and support innovation and evidence-based research.
  - Optimizes medical resources and allocation: Advocates early resourcing where and when appropriate, while ensuring cost adherence in spend of Medical Affairs trials, activities and resourcing. Ability to articulate and defend priorities and needs of medical with strong influencing skills.
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- Hires and develops medical talent while maximizing potential for leadership.
  - Accountable for medical performance management incl. metrics & KPIs being updated and relevant, and that they are being tracked and impacted at each cluster country level with appropriate global support for all franchises.

### **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.*

### **Minimum requirements**

- At least 15 years of experience in Pharmaceutical Industry in roles of increasing responsibility, with significant senior leadership experience in Medical Affairs, Medical Doctor is a must, ideally with a specialist Degree or specialist qualification in relevant discipline and/or business degree (e.g., MBA).
- Experience in country role as well as in a regional / global role. Strong knowledge of key Region Europe markets and/or HTA based markets is desirable.
- Substantial experience as a Head of Medical Affairs in a country. Strong business acumen and superior leadership skills, including demonstrated ability to effectively lead and coach scientific/medical professionals, as well as business-oriented colleagues, at all skill and knowledge levels.
- Thought leader in all medical core and game changing competencies, including Business Acumen and

Strategic & Enterprise thinking. Ability to manage operational and strategic workload.

- Flexibility and deal with complexity

## Division

International

## Accessibility and accommodation:

Novartis group is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to [diversity.inclusion\\_ch@novartis.com](mailto:diversity.inclusion_ch@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

**Benefits and Rewards:** Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Division

International

Business Unit

Innovative Medicines

Location

Switzerland

Site

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

Research & Development

Job Type

Full time

Employment Type

CDI

Shift Work

No

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