

# Lead Legal Counsel, Business Development & Licensing

Job ID  
REQ-10037123  
Jan 17, 2025  
USA

## Summary

Location: This role can be located in East Hanover, NJ or Cambridge, MA US.  
LI-#hybrid

The Novartis Legal Transactions team is seeking an experienced transactional Business Development & Licensing (BD&L) attorney who can be successful within our ethical, fast-paced, agile, inspired and collaborative culture.

The attorney will partner with key stakeholders to advise on, negotiate and draft license, collaboration, co-development, joint venture, acquisition, divestiture, and other strategic transaction agreements to support our Corporate & Business Development (C&BD) and strategy teams. Prior BD&L and transactions experience in the pharmaceutical industry as well as experience analyzing complex legal issues is required.

The attorney will be asked to provide legal leadership on cross-functional teams, identify legal issues relevant to the business, give recommendations to address critical issues so that business and legal objectives are met, advise and consult with employees, managers and leadership, proactively educate the business on relevant issues, serve as the legal advisor in complex transactions, analyze complex issues and concepts in a timely fashion, and review, analyze and keep current on all federal and state legal developments affecting the pharmaceutical industry.

As the Lead Legal Counsel BD&L, you will be responsible for managing and executing legal aspects of strategic and complex transactions in close collaboration with C&BD and strategy colleagues and be a key enabler of Novartis's portfolio and lifecycle management activities and overall enterprise strategy.

## About the Role

Key Responsibilities:

- Independently manage legal work streams on strategic and complex transactions in close collaboration with C&BD, functional and strategy stakeholders
- Take direct responsibility for legal advice and documentation and related work streams on transactions, including structuring, due diligence, signing, closing and post-closing/integration activities
- Review, draft and negotiate transaction documentation to achieve transaction objectives and reflect agreed commercial terms, due diligence findings, legal and regulatory requirements and internal policies and procedures

- Define transaction objectives with project leads and other stakeholders and develop and implement project plans to achieve them, including timelines, reporting and key deliverables
- Drive robust due diligence processes, including external legal support, to identify, assess and communicate legal, regulatory and deal risks and to propose and implement appropriate risk mitigation
- Work with C&BD, strategy and other business colleagues to ensure appropriate due diligence on other transactions is completed and addressed in transaction structuring and terms
- Develop and implement creative solutions to structuring and legal issues on transactions, working with multiple stakeholders including tax, finance and People & Organization (P&O) and Compensation & Benefits colleagues and external advisors
- Communicate and make recommendations to C&BD colleagues, senior management and other stakeholders in respect of legal and commercial issues arising in connection with transactions
- Support Investor Relations and PR on transaction-related communications
- Support the transition of closed transactions to responsible functional, business and integration/separation teams
- Proactively contribute to the development of a best-in-class transactions team at Novartis and initiatives to improve Novartis Legal
- Manage external legal counsel, including negotiating statements of work, setting and monitoring budgets and ensuring compliance with Novartis external counsel guidelines

Essential Requirements:

**Education:**

- Law (JD degree) from an accredited law school required.
- Admitted to practice in a major commercial jurisdiction/State in the US (e.g., NY or NJ) required.

**Languages:**

- Fluent written and spoken English required
- Must be able to draft complex legal documents and negotiate in English

**Experience:**

- Transactional experience in the life sciences sector, including licensing, co-development, joint ventures, in-out licensing, and divestments is required
- Proven ability to work on multiple projects at any given time in a fast-paced environment
- High attention to detail
- Ability to work independently yet collaboratively while keeping key stakeholders informed
- Team player in a multidisciplinary, cross-cultural environment, high level of flexibility
- Strong business acumen and proven ability to work and to lead in a matrixed organization
- Ability to, exercise initiative and sound judgment, prioritize tasks and maintain efficiency; and identify opportunities for improvement
- Excellent organizational skills
- Excellent written and verbal communication skills

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$214,900.00 - \$399,100.00 USD per year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted

stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

**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>

**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>

**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>

#### **EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. 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. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

#### **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.

Division

Legal

Business Unit

Corporate

Location

USA

State  
New Jersey  
Site  
East Hanover  
Company / Legal Entity  
U061 (FCRS = US002) Novartis Services, Inc.  
Alternative Location 1  
Cambridge (USA), Massachusetts, USA  
Functional Area  
Legal & Intellectual Property & Compl.  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No  
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