Associate Director, GCO Pricing and Resource

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Suiza

Resumen

The Global Clinical Operations (GCO) Pricing and Resource Associate Director is accountable for providing each assigned GCO sub team with accurate, fully-loaded internal and external lifetime budget Forecast aligned with the Operational Execution Plan (OEP) requirements as well as Novartis internal financial milestones (e.g., Innovation Medicines Boards (IMB), Investment Committee (IC) etc…).

You will provide accurate, activity-based algorithmic management for assigned GCO product delivery roles (e.g., Clinical Research Associates, Study Start Up Leads, Trial Leads etc...).

About the Role

Role Responsibilities:

1. Accountable to the GCO Sub Teams, Clinical TrialTeams (CTT), and Operational Execution Plans for the following product deliverables:

- High-quality forecasting including fully-loaded (internal and external costing, early pricing, and lifetime program / trial costs) as well as trial execution scenario planning (inclusive of timelines, mitigations, and back-up strategies).
- Internal demand planning based on centralized activity-based algorithms.

2. Accountable to deliver the products to support decision making within the GCO Sub-team and CTT based on the potential need for the following (but not limited to):

- Leading and overseeing the alignment with Novartis-wide financial cycles and Governance boards (e.g., OEB, Operational Excellence Board, Innovative Medicines Board, Investment Committee, etc…).
- Execute enhanced “fast track” functionality to be delivered quickly, with agility, and confidentially to support the COPH/GCO DUH requirements for BD&L.
- Lead make vs. buy analysis as applicable based on GCO-wide or distinct functional needs to assist GCO Sub-teams and CTTs with outsourcing programs, associated trials, or sub-functional components (e.g., monitoring).
- Create early strategic forecasts for pre-IMB and full program, including trial scenarios as required.
- Provide granular comparisons of fully loaded final WP pricing in consideration of material protocol amendments.
- Identify and provide potential risks and opportunities based on existing portfolio information and benchmark to allow robust and accurate early forecasts.
- Identify early productivity savings and cost avoidance (e.g., consortium, synergies, footprint, and performance).

3.Utilize global, regional, and country-level pricing information from data warehouses and analytical platforms to drive intelligent, cost-effective trial pricing decisions.

4. As an active practice network contributor, you will contribute or lead small cross functional teams to the delivery of best-in-class, industry-leading, and high-quality resource, budget, and trial forecast management methodologies, processes, and governance for all GCO executed clinical programs and trials across all therapeutic areas.

5. Provide mentorship/coaching for other associates providing both personal as well as functional and technical guidance to others.

6. Being an active practice network contributor to GCO centralized algorithmic product. You will own the development, deployment, and maintenance (in addition to GCO Sub Team and CTT deliverables) for one or more groups of product delivery roles in GCO (e.g., OPMs).

7. Actively contribute to GCO Book of Work (BOW) Insights as well as act as a key partner to functional Strategy & Operations (S&O) leads responsible for providing transparent GCO-wide early and current BOW requirements for functional S&O business partners aligned with portfolio delivery requirements.

8. You may participate in or lead cross-functional strategic initiatives or act as sponsor thereof.

Activities and Interfaces:

Work with other GCO sub-team members to plan and operationalize clinical programs and all associated trials. Develop excellent partnership with COPH, other GCO sub-team members, and Trial Leads in the Study & Site Operations (SSO) team.

You are an engaged member of the GCO sub-team and contribute to the efficient and effective working of the team and the application of product-oriented and agile ways of working.

You are an engaged member of the network of practice within the BRM organization, and contribute to the development of tools, processes, and best practices and share and implements lessons learned.

Leadership capabilities:

- Good interpersonal leadership experience and skills: A good understanding of, and overseeing strategic ambitions of the GCO sub-team / CTT and the Operational Execution Plan throughout the program and associated trial delivery milestones.
- You are a self-starter with a proven ability to own actions and transparently and dynamically delivery product deliverables.
- The GCO Pricing and Resource Associate Director is committed to the purpose of the GCO sub-team to design the best plan to ensure the operational success of a program and related trials and leads effective engagement and partnership withing the GCO-Subteam as well as the GPT.
- The GCO Pricing and Resource Associate Director implements “agile” and “product-oriented” ways of working, not relying on the line management of the respective line functions to recognize and resolve issues and enables an empowered organization that can navigate in a matrix environment and adjust quickly to business needs.
- Ability to contribute with authenticity to the GCO sub-team, advocate for ideas and options, foster resilience, and cultivate agility. Champion of new ways of working, product-oriented, agile mindset and fostering a culture of experimentation and high performance. Displays energy, passion and optimism while contributing to the success of the team.
- Good self-awareness and self-management skills and acts with self-control, confidence, and integrity.

Good understanding of team culture, relationships, and dynamics as well as basic understanding of external environment and trends.

Key performance Indicators:

Per assigned programs and associated trials, GCO Sub Teams / CTTs and Operational Execution Plans:

- Accurate delivery of fully loaded early budget Work Package (WP) pricing including scenario modeling and options for GCO Sub Team / IMB considerations.
- Variance between forecasted pricing and program/trial costs (i.e., Net Price Accuracy +/- 5%); Resource actuals to forecast variance of +/- 3%; Resource spends actuals to forecast variance of +/- 3%.
- Ensuring best ratio between cost efficiency vs. operational and scientific requirements
- Provide granular comparisons of fully-loaded final WP pricing in considerations of potential tollgates and material protocol amendments.
- Ensure fully-loaded final budget WP pricing is materially reflective of the early budget scenarios selected by IMB.
- Extensive collaboration and effective partnerships with the respective GCO Strategy & Operations (S&O) and functional S&O heads.

Role Requirements:

Education:

Bachelors in life science/healthcare.

Languages:

Fluent English (both spoken and written)

Experience/Professional requirements:

- 5-7 years of pharmaceutical industry experience, with previous experience in either clinical research or project management, in a Pharmaceutical Industry or CROs.
- Essential to have a deep understanding of programming language and capability to create, improve and maintain algorithm which will drive the lifetime cost of a study and the overall GCO Budget.
- Clinical and budgeting/finance experience in Pharma research or CRO with excellent understanding of clinical trial development processes and the management of clinical trials.
- Ability to advocate and implement new ways of working and high resilience.
- Knowledge of clinical operations, planning of clinical programs and trials, including processes like early trial viability, feasibility, forecasting, enrollment projections, and risk management of clinical operations or high likelihood to develop it within 6 months after appointment.
- Proven ability to deliver in times of organizational transformation.
- Experience in Cost Modeling and financial automation methodology and technology solutions.
- Financial modeling background and scenario planning related to operational scenarios for clinical trial delivery.
- Experience working with electronic databases, clinical and/or project management planning and reporting systems.

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Functional Area
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Job Type
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