

Strategy and Operations Director

Job ID
REQ-10034107
Ene 28, 2025
Estados Unidos

Resumen

Accountable to support in defining, executing and evolving GCO Program Strategy & Planning's (PSP) strategic vision and delivering on all current and future functional and portfolio goals. Critical enterprise-thinker who works across boundaries and line function(s) to influence key areas of the vision and strategic initiatives across Global Drug Operations (GCO). Facilitates "early operational planning" mindset within and outside of PSP and inspires adoption of novel product delivery ways of working applied to clinical operations in external environments.

About the Role

Supports in the development and rollout of defined strategic vision by translating into year-on-year goals and objectives with tracking for progress Creates and manages implementation of a sustainable resourcing model (including algorithmic development) across PSP to enable portfolio driven real time resource allocation Manages specific areas of operationalization of PSP objectives and goals both for today and for the future, ensuring clear value drivers, KPIs, metrics, and decisions are measurable and impactful in portfolio delivery and continuous improvement Creates, shapes and manages the internal/external messaging and communication / engagement strategy impacting PSP Provides oversight and support around content and ways of working to community / practice areas or other critical capabilities Ensures thought leadership through industry trend awareness, standardization and direction for business requirements and set of definitions related to systems and processes to drive operational excellence and cutting-edge delivery Builds and facilitates around capability and training needs including specific PSP elements like onboarding, functional / technical training and movement in to new ways of working Involved in cross-functional / cross-divisional initiatives and innovations which affect PSP to ensure alignment with future portfolio strategy.

- Minimum of 5 years working in global strategy, innovation or clinical operations leadership role. Specific experience in clinical trials is preferred.
- Strong budget/finance management experience in Pharma research and development settings required
- Excellent negotiation and conflict resolution skills, decision making strength, excellent communication and writing skills
- 5 years of experience in global matrix teams
- Demonstrated leadership in innovation of pharmaceutical development process and in technical approaches
- Comprehensive project management abilities
- LEAN / Six Sigma certification / experience preferred
- Agile / Sprint methodology within project management experience preferred
- Experience in assessment of solutions / development / rollout of technical systems – both 'off-the-shelf' and internally developed preferred

- Understanding of drug development process; demonstrated success in planning and executing cross functional projects
- Organizational awareness, including significant experience working cross-functionally and in global teams
- Competent with various IT systems, including SharePoint and basic website development and maintenance
- Excellent communicator and presenter (oral and written), ability to communicate at all levels

Fluent English - verbal and written.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between: \$185,500 and \$344,500/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.

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 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.

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