

Senior Manager, Animal Welfare & Integrity Assurance

Job ID
REQ-10079993

6月 08, 2026

China

摘要

As the Senior Manager, Animal Welfare & Integrity Assurance (AWIA) - China, you will provide veterinary, regulatory, and operational leadership to ensure the ethical, compliant, and high-quality conduct of outsourced preclinical animal research in China.

You will serve as the regional subject matter expert on animal welfare regulations and external research environments, acting as a key partner to scientific, operational, and governance teams. In this role, you will ensure alignment with Novartis' global animal welfare standards while enabling scientifically robust and responsible research.

About the Role

Key Responsibilities:

1. Regulatory Expertise & External Environment

- Act as the recognized expert on animal research regulations, enforcement trends, and operating environment in China.
- Translate regulatory and industry developments into actionable guidance for internal stakeholders.
- Advise teams on regulatory feasibility, risk, and mitigation strategies for outsourced studies.

2. Outsourced Study Oversight & CRO Management

- Lead veterinary and animal welfare audit programs for contract research organizations (CROs) and external partners in China, including audit planning, execution, findings closure, and continuous improvement.
- Assess third-party capabilities (e.g., veterinary care, facilities, governance, training) against Novartis and international standards.
- Provide recommendations on site approval, risk mitigation, or alternative approaches.
- Oversee corrective and preventive actions (CAPAs) and in-life monitoring to ensure compliance and animal welfare standards are met.

3. Animal Welfare Advancement

- Promote the implementation of the 3Rs (Replacement, Reduction, Refinement) and support adoption of New Approach Methodologies (NAMs).
- Identify opportunities to improve animal welfare, scientific quality, and operational consistency.

4. Stakeholder Engagement & Influence

- Serve as the primary point of contact for animal welfare and veterinary matters related to outsourced research in China.
- Partner cross-functionally with scientific, procurement, QA, and governance teams to ensure consistent oversight and escalation.
- Communicate complex regulatory, scientific, and ethical topics to diverse audiences and influence decision-making across organizational boundaries.

5. Strategic & Operational Contribution

- Contribute to strategic initiatives, projects, and external collaborations involving animal research in China.
- Drive operational excellence and continuous improvement in outsourced research oversight.
- Represent Animal Welfare & Integrity Assurance at the Shanghai site and contribute to global AWIA initiatives and governance.

Essential Requirements:

- Doctor of Veterinary Medicine (DVM) or equivalent required; advanced degree preferred.
- Minimum 5 years of experience in preclinical research and laboratory animal medicine.
- Experience working across multiple species (e.g., rodents, rabbits, pigs, dogs, non-human primates).
- Experience in AAALAC-accredited environments and IACUC or equivalent ethical review processes.

- Experience overseeing outsourced studies and CROs, ideally within China or similar regulatory environments.
- Strong analytical, problem-solving, and project management skills.
- Excellent communication skills with the ability to influence senior stakeholders.
- Fluency in English and Mandarin (written and spoken).

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 \(PDF 30 MB\)](#)

部门

Biomedical Research

Business Unit

Administration & Facility

地点

China

站点

Shanghai (Shanghai)

Company / Legal Entity

CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.

Functional Area

Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a368bffa5d98693657885", 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 kalturaPlayer =
kPlayer.setup(config); // Add the player to the global array.
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.
kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); } catch (e) { console.error(e.message) }
```

Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.china@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Job ID
REQ-10079993

Senior Manager, Animal Welfare & Integrity Assurance

[Apply to Job](#)



Job ID
REQ-10079993

Senior Manager, Animal Welfare & Integrity Assurance

[Apply to Job](#)

Source URL:

<https://prod1.novartis.com.cn/careers/career-search/job/details/req-10079993-senior-manager-animal-welfare-integrity-assurance>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>
3. <mailto:diversityandincl.china@novartis.com>
4. <https://platform.moseeker.com/m/customize/page/novartis?jobnumber=REQ-10079993>
5. <https://platform.moseeker.com/m/customize/page/novartis?jobnumber=REQ-10079993>