

Associate Director IT Solution Delivery - Cookies and digital tracker

Job ID
REQ-10082525

8月 25, 2026

Spain

摘要

Internal Job Title: Assoc. Dir. DDIT US&I Sol. Del. Digital Trust

#LI-Hybrid

Location: Barcelona, Spain

Relocation Support: This role is based in Barcelona, Spain. Novartis is unable to offer relocation support: please only apply if accessible.

About the Role

Are you passionate about shaping the future of digital trust at enterprise scale? As Associate Director, Solution Delivery Digital Trust, you will lead the evolution of Novartis' Cookies & Digital Trackers capability, driving compliant, scalable, and user-centric digital experiences across our global digital ecosystem. Working at the intersection of privacy, technology, and business strategy, you will define implementation standards, influence solution design, and enable teams to deliver trusted digital experiences that create meaningful business value while meeting evolving regulatory expectations.

About the Role

Key Responsibilities

- Lead the Cookies & Digital Trackers capability across Novartis digital platforms and experiences.
- Own governance, design, and evolution of cookie consent and digital tracking solutions.
- Define scalable standards and implementation patterns for compliant digital experiences.
- Drive adoption and optimization of OneTrust Cookie Consent Management capabilities.
- Translate privacy, legal, and business requirements into reusable solution frameworks.
- Partner with Privacy, Legal, Engineering, Product, and Brand teams to align delivery.
- Establish governance models that embed compliance into day-to-day delivery processes.
- Track consent health metrics, implementation quality, and capability performance against key indicators.
- Support testing, validation, releases, and lifecycle management of tracking configurations.
- Drive continuous improvement, scalability, and operational excellence across digital trust solutions.

Essential Requirements

- 10+ years of experience in Digital Trust, Privacy, Consent Management, or Cookies and Digital Trackers domains.
- Hands-on experience with Consent Management Platforms, including OneTrust Cookie Consent Management.
- Strong understanding of United States privacy regulations, including California Consumer Privacy Act and California Privacy Rights Act.
- Experience designing scalable cookie consent, tracking, and governance solutions across digital platforms.
- Knowledge of digital tracking technologies, tagging frameworks, and Google Tag Manager.
- Ability to translate regulatory, legal, and business requirements into practical implementation approaches.
- Strong stakeholder management skills across Privacy, Legal, Product, Engineering, and Architecture teams.
- Demonstrated ability to drive standardization, governance, and continuous improvement in complex digital environments.

Desirable Requirements

- Working knowledge of global privacy frameworks, including the General Data Protection Regulation, and their application in digital ecosystems.
- Experience operating in complex multi-brand, multi-site environments with global stakeholder groups.

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

Barcelona: 57,900.00 - 107,500.00 EUR Annual

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our [Benefits & Rewards Brochure](#) to learn more about our global total rewards offering: [Novartis Life Handbook](#)

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and 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>

Benefits and Rewards: Learn about all the ways we ’ ll help you thrive personally and professionally.
[Read our handbook \(PDF 30 MB\)](#)

Primary location salary range
€ 57,900.00 - € 107,500.00

部门
Operations

Business Unit
Information Technology

地点
Spain

站点
Barcelona Gran V í a

Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmac é utica, S.A.

Functional Area
Information Technology

Job Type
Full time

Employment Type
Regular

Shift Work
No

```

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a9dae67e171c989586046", 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 thumbEmbedPromise =
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise .then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kalturadatalayer.js that a new player is ready so
it can // attach custom event listeners immediately, regardless of when // the user clicked the
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {
console.error(e.message) }

```

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