

Head Legal, Germany (m/f/d)

Job ID
REQ-10086987

9月 09, 2026

Germany

摘要

#LI-Hybrid

Location: Munich, Germany or Nuremberg, Germany

As Legal Head Germany, you will have a unique opportunity to shape the legal strategy of one of Novartis' most important markets while helping bring innovative medicines to patients. This is a highly visible leadership role where your legal expertise, business acumen, and ability to influence senior stakeholders will directly impact strategic decisions across the organization. Leading a talented team of legal professionals, you will serve as a trusted advisor to business leaders, navigate complex legal challenges, foster a culture of smart risk-taking, and help drive sustainable growth in a dynamic and highly regulated industry. If you are energized by leading high-performing teams, operating at the forefront of healthcare innovation, and making a meaningful difference for patients, we would love to hear from you!

About the Role

Key Responsibilities

- Lead and execute the legal strategy for Novartis Germany in alignment with business priorities.
- Serve as a trusted advisor to senior leaders on complex legal and strategic matters.
- Oversee legal support across key areas including intellectual property, competition, privacy, and pharmaceutical law.
- Build, lead, and develop a high-performing legal team across Germany.
- Anticipate legal developments and translate emerging regulations into practical business guidance.
- Manage significant litigation matters, investigations, and enterprise legal risk exposure.
- Lead corporate governance activities and oversee external legal counsel and budgets.
- Contribute as a member of Germany and International Leadership Teams, driving enterprise-wide legal excellence.

Essential Requirements

- Advanced degree in Law and qualification to practice law (preferably admitted to the bar in Germany).
- Significant post-qualification legal experience within a multinational organization, leading law firm, or both.
- International experience within a multinational organization and exposure to global leadership environments.
- Strong expertise across commercial, corporate, compliance, and regulatory legal matters.
- Demonstrated ability to influence senior stakeholders and contribute to strategic business decisions.
- Excellent judgment with a pragmatic, risk-based approach to solving complex legal challenges.
- Fluent written and spoken German and English, with outstanding communication and negotiation skills.

Desirable Requirements

- Experience providing legal leadership within the pharmaceutical industry.
- Proven leadership experience managing and developing high-performing legal teams.

Benefits & Rewards

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

Expected Annual Base Salary Range for role: EUR 152.000 - 228.000

The base 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.

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 minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

Read our brochure to learn more about our global total rewards offering:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

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.

Adjustments for Applicants with Disabilities:

The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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
€ 155,300.00 - € 232,900.00

部门
Legal

Business Unit
Legal

地点
Germany

站点
Munich (Non-Sales Force) (Novartis Pharma GmbH)

Company / Legal Entity
DE14 (FCRS = DE014) Novartis Pharma GmbH

Alternative Location 1
Nuremberg (Non-Sales Force) (Novartis Pharma GmbH), Germany

Functional Area
Legal & Intellectual Property & Compl.

Job Type
Full time

Employment Type
Regular

Shift Work

No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6aab0e14c8e8f415712145", 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 kaltura_adatalayer.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) }
```

Novartis is committed to building an outstanding, inclusive work environment and diverse team's representative of the patients and communities we serve. Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability. The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Munich-Non-Sales-Force-Novartis-Pharma-GmbH/Head-Legal--Germany--m-f-d-REQ-10086987>