NOVARTIS

# Clinical Research Associate / Sr. Clinical Research Associate

Job ID
REQ-10090108

十月 29, 2026

Spain

Available in: English | Deutsch | Español | Français | Italiano | 日本語 | Nederlands | Русский | Slovenščina | Türk | 中文

## 摘要

Job Title: CRA / Sr CRA (Dual Posting)
#LI-Hybrid
Location: Madrid Provincial, Spain

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

Step into a role where your work directly advances clinical innovation and brings life-changing therapies closer to patients. As a Clinical Research Associate / Sr. Clinical Research Associate, you will be at the forefront of trial delivery–building trusted site partnerships, ensuring high-quality execution, and driving performance across Phase I-IV studies. In this site-facing role, you will take ownership of monitoring activities, proactively identify risks, and collaborate closely with cross-functional teams to ensure trials are delivered with excellence, integrity, and impact.

## About the Role

### Key Responsibilities

- Serve as primary point of contact between Novartis and clinical trial sites, ensuring strong, collaborative partnerships
- Manage assigned Phase I-IV study sites in compliance with protocols, monitoring plans, and regulatory requirements
- Conduct site initiation visits to ensure site teams are fully trained on study protocols and expectations
- Deliver ongoing training for amendments and new site personnel to maintain compliance and consistency
- Perform on-site and remote monitoring activities to ensure patient safety, data integrity, and protocol adherence
- Proactively assessing site performance, identifying risks and implementing mitigation strategies to improve outcomes
- Identify process gaps and collaborate with sites to drive continuous improvement and operational excellence
- Promote a strong compliance culture, ensuring adherence to ethical standards, regulations, and data privacy requirements
- Build strong site relationships to enhance patient recruitment and reduce operational challenges
- Lead site closeout activities, ensuring completion of follow-up actions and proper documentation and archiving

### Essential Requirements

- This is a dual posting for a CRA / Sr CRA. The final level and title offered will be determined by the hiring team based on the candidate's skills, experience, and capabilities for the level offered.

- Bachelor ' s degree in a scientific or healthcare-related discipline.
- CRA: Minimum 1.5 years of experience in clinical research, including monitoring or site management; Sr CRA: Minimum 3 years of experience in clinical research, including monitoring or site management.
- Understanding of clinical trial processes, including Good Clinical Practice and International Council for Harmonization guidelines.
- Knowledge of applicable regulatory requirements and standards, including global and local health authorities.
- Strong communication and relationship-building skills to effectively collaborate with clinical trial sites.
- Ability to manage multiple priorities, demonstrating strong organization and time management skills.
- Analytical and risk-based thinking with the ability to identify issues and implement effective mitigation strategies.
- Fluency in written and spoken English and the local language.

### Desirable Requirements

- Strong understanding of the drug development process and clinical research methodologies.

**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: € 36,100 to € 67,100**

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

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.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

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 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 / EEO paragraph**

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
€ 36,100.00 - € 67,100.00

部门
Development

Business Unit
Development

地点
Spain

站点

Madrid Provincial

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

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

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false, playlistEvents: false, castEvents: false } }; }

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## Clinical Research Associate / Sr. Clinical Research Associate

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