NOVARTIS

Head of International Medical Affairs, Governance Enablement

Job ID
REQ-10090975

十月 27, 2026

Spain

摘要

#LI-Hybrid

Location: Barcelona, Spain.

Relocation Support: Yes

Are you ready to shape how International Medical Affairs operates and enable teams to deliver with greater clarity, consistency, and impact?

As Head of International Medical Affairs, Governance Enablement, you will play a critical leadership role in strengthening governance and operational enablement across International Medical Affairs. Reporting to the Head of Medical Affairs Governance & Operations, IMA, you will help translate governance expectations into effective ways of working, partnering across functions and geographies to support the organization in delivering its Medical Affairs priorities. This is an opportunity to combine strategic thinking, operational leadership, and strong stakeholder engagement to simplify complexity, strengthen organizational effectiveness, and enable teams across regions and countries to focus on delivering meaningful impact for patients.

About the Role

Key Responsibilities:

- Shape the country governance operating model, strengthening accountability and effective execution across International Medical Affairs.
- Develop governance resource models that translate country workload, risk, capacity, and capability needs into actionable priorities.
- Partner with Country and Regional Medical Heads to prioritize governance demand and protect organizational capacity.
- Ensure continuity in critical governance roles through effective recruitment support, succession planning, onboarding, and transitions.
- Lead targeted enablement for countries with elevated governance risks, using monitoring, audit, and escalation insights.
- Build role-based governance learning journeys and capability programs that drive measurable improvement beyond training completion.
- Develop a connected, high-performing governance network that enables knowledge sharing and cross-country collaboration at scale.
- Lead country governance transformation by defining future-state operating models, roadmaps, and measures for sustained adoption.
- Champion responsible use of Artificial Intelligence, analytics, and digital solutions across governance enablement and learning workflows.
- Lead, develop, and empower the Governance Enablement team while strengthening leadership capability across the wider governance community.

Essential Requirements:

- Advanced degree in Medicine, Pharmacy, Life Sciences, or a related field.
- Minimum 10 years of Medical Affairs, Quality and Compliance experience within the pharmaceutical industry.
- Proven experience working in international, regional, or above-country Medical Affairs roles within a complex global organization.
- Strong understanding of Medical Affairs governance, compliance, risk management, and associated operating models.
- Demonstrated experience leading organizational transformation, governance enablement, or capability-building initiatives across multiple markets.
- Strong strategic leadership and influencing skills, with the ability to align senior cross-functional and country stakeholders.
- Previous people leadership experience, including proven ability to lead, develop, and empower high-performing teams and build effective networks across geographies.
- Excellent written and spoken English, combined with strong communication, organizational, and stakeholder-management capabilities.

Desirable Requirements:

- Proficiency in additional languages beyond English.
- Experience driving large-scale Medical Affairs governance transformation or organizational

change across international markets.

Benefits: Read our handbook to learn about all the ways we ' ll help you thrive personally and professionally: Novartis Life Handbook

Expected Annual Base Salary Range for role:

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.

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.

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 & 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
€ 93,800.00 - € 174,200.00

部门
International

Business Unit
General Management

地点
Spain

站点
Barcelona Gran V í a

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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