

Head of R&D Legal, R&D Transactions and Technical Research & Development

Job ID
REQ-10025008
Oct 15, 2024
USA

Summary

Location: Cambridge, MA, United States of America or Basel, Switzerland (separate posting for Basel, please apply at REQ-10025231)

The Novartis Legal team is seeking a Head of R&D Legal, R&D Transactions and Technical Research & Development (TRD) to lead the legal support of complex R&D collaborations, partnerships, contracts, divestments, alliance management, and the legal integration of acquired companies with pre-clinical and clinical stage assets. This individual also has leadership accountability for legal team members who support the Global TRD organization and Procurement.

About the Role

Key Responsibilities:

- Legal leadership accountability for a legal team responsible for advising on complex R&D transactions, in coordination with R&D legal subject matter experts. Key areas include:
 - Complex academic and research collaborations
 - Global public/private partnerships
 - Consortia membership
 - R&D AI contracts
 - Licenses and divestments not handled by Corporate and Business Development (C&BD) (e.g., regional divestments, compound and device in licenses)
- Oversee the legal support to Technical Research & Development (TRD), which involves (1) strategic advising to advance TRD business priorities, (2) counselling on legal and business risks and providing contracting support for the development, manufacture, supply, acquisition and divestment of clinical assets, platform technologies, and devices, and (3) regularly monitoring external trends and the legal landscape to provide proactive legal counsel and guidance that enables TRD to stay ahead of the curve and deliver on its functional objectives.
- R&D technical legal/regulatory counsel in support of C&BD deals, in coordination and collaboration with the Legal Transactions team. Key accountabilities of the R&D Transactions/TRD legal team include:
 - Due diligence support where R&D technical legal expertise is required
 - Review and counsel on R&D-related deal contract terms (supply, tech transfer, know how, termination, reversion rights, clinical trial operations) where required
 - R&D legal counsel on platform deals (including AI) and related advice to Biomedical Research on internal R&D data governance and management opportunities

- Advise Biomedical Research internal teams on licensing-related contamination risks (in coordination and collaboration with the R&D IP team)
- Coordinate and oversee alliance management legal advising and contracting support for Biomedical Research partnered collaborations
- Support the legal integration of acquired companies with pre-clinical and clinical stage assets
- Partner with Procurement to identify and execute on opportunities to improve R&D contracting processes. Key areas include:
 - Serve as the R&D Legal Single Point of Contact on Procurement matters that run across the R&D Legal team (e.g., systems for repository and contract workflow)
 - Align with Procurement leaders on R&D contracting efficiency and quality improvement opportunities. Lead or support cross-functional workstreams to drive contracting efficiency initiatives.
 - Advise on contract repository and contract management systems and tools as they relate to Biomedical Research and Development contracts.
- Coordinate and collaborate with various internal legal and business stakeholders on legal issues that relate to R&D collaborations, transactions, and integrations of acquired companies and assets.
- Ensure compliance with applicable laws, regulations, Novartis policies and overall legal governance. Advise on compliance legal issues and policies as they relate to research and drug development. Monitor the external landscape from an industry and legal perspective to identify trends, anticipate developments, and proactively advise senior leaders to ensure Novartis stays ahead of the curve to deliver on Biomedical Research and Development priorities and other objectives.
- Anticipate and proactively advise on strategies and practices to simplify or streamline the work of business teams and deliver creative solutions to advance business priorities.
- Lead, develop and manage associates in the R&D Transactions/TRD legal team. Define career paths, promote collaboration, and ensure best practices and the sharing of knowledge and information with others to drive legal effectiveness and efficiency. Foster community and culture in line with Novartis values. Promote and maintain high team performance.
- As member of the R&D Legal Leadership Team, provide collective leadership in support of the broader Research and Development legal practice and team members, and lead LT projects and programs as required.

Essential Requirements:

Education: Law degree and bar admission required. Scientific background preferred.

Experience / Skills / Competencies:

- At least 15 years' post bar admission experience in the pharmaceutical or life sciences industry or alternatively, with a top-tier law firm representing pharmaceutical clients in the areas of research and drug development.
- At least 10 years of experience providing contracting support and legal counsel on R&D transactions and/or business development deals, and advising senior leaders on legal issues, business risks and disputes. Key areas include machine learning/artificial intelligence, academic research collaborations, public and private partnerships, consortiums, divestments, clinical supply agreements, and the licensing of compounds, cell lines, and platforms.
- Experience providing alliance management legal advice and contracting support in the context of pharmaceutical or life science collaborations.
- Demonstrated success developing and driving cross-functional organizational process improvements to create business efficiency and/or advance corporate priorities.

- Experience managing or overseeing the work of others (directly or indirectly) and successfully supporting their professional development.
- Ability to analyze complex legal issues.
- A connector with an enterprise mindset and organizational savvy to deliver results.
- A pragmatic problem solver, driven not only to identify issues but to actively seek innovative and practical solutions.
- Strong verbal & written communication skills, together with a high ability to influence and negotiate.
- Sound experience in handling a high volume of activity involving multiple, often complex projects simultaneously.
- Professional & culturally sensitive work ethic.
- Financial and business acumen.
- A scientific background is preferred but not required.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$233,600.00 - \$350,400.00 USD per year; however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Benefits and Rewards: Read our handbook to learn about all the ways we’ll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we’ll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

EEO Statement:

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expression, marital or veteran status, disability, or any other legally protected status. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

Legal

Business Unit

Pharma Research

Location

USA

Site

Cambridge (USA)

Company / Legal Entity

U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.

Alternative Location 1

Basel (City), Switzerland

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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