

# Clinical Operations Program Head

Job ID  
REQ-10043913  
Mar 20, 2025  
USA

## Summary

The Clinical Operations Program Head (COPH) is accountable to deliver data-driven, actionable operational and strategic insights for execution of a clinical development program and all associated trials by representing GCO at the Global Clinical Team (GCT) as well as at the Global Program Team (GPT). The COPH is accountable to plan the strategic operationalization of clinical drug development programs and trials in line with the needs of the EPTs/GPTs.

This specific COPH role may be focused within Neuroscience programs.

## About the Role

### Major accountabilities:

- Lead operational delivery of the clinical development program and is responsible for the overall operational execution of the clinical program and related trials, as aligned with the IDP/CDP.
- Single GCO point of contact for assigned clinical development program and related trials.
- Key partner to GPCH during strategy, planning and execution stage of the program and related trials ensuring that the clinical science and strategy are consistently harmonized with an operationally feasible approach within the OEP-defined operational boundaries, so that the trials generate reliable information to answer the research questions and support decision making while protecting study participants.
- Leads operational delivery of the assigned program and related clinical trials and for all related strategic planning, prioritization of activities within that program and owns the early viability and feasibility assessment done by the GCO sub-teams as well as the development of operational scenarios for the execution of assigned programs and trials.
- Oversight and management of clinical trial budget for the assigned program and trials per OEP aligned with financial toll gates (e.g. IMB) and oversight of scope changes throughout the trial and program duration.
- Acts as a key partner to the GCO DU Head to use the operational insights developed with the GCO sub-team to actively shape the GDD DU strategy by driving the science of operations and GCO's voice to ensure that the development strategy is operationally executable, thus contributing to both GCO and GDD DU mid to long term success.
- Is a key contact to senior leaders in GCO and beyond. Empowered to manage stakeholders, resolve conflict, and facilitate agreement.
- Actively monitor evolution and trends in Biopharmaceutical industry and may represent GCO and Novartis at Industry consortia.
- May be a member of Early Program Teams, providing an early and proactive assessment of operational viability of new clinical programs and ensuring that GCO's assessment is correctly reflected in the overall program plans.

- In partnership with the GCO DU Head ensure that novel programs are reflected in the mid-long term GCO strategy and that GCO is prepared for their operationalization.
- The COPH champions a product oriented agile mindset, fostering a culture of experimentation combined with accountable delivery and overall high performance.

### **Essential Requirements:**

- Bachelors in life science/healthcare required; Advanced degree or equivalent education/degree in life sciences/ healthcare preferred (PhD/MD/ PharmD/ Masters) and 10+ years relevant experience in pharmaceutical drug development.
- Experience in managing associates globally and in management in a matrix organization.
- Proven ability to lead cross functional matrix teams applying product-oriented agile ways of working.
- Strong leadership, interpersonal and problem-solving skills. High resilience and ability to advocate and implement new ways of working.
- Extensive knowledge of clinical development processes, preferably extensive knowledge of Novartis late-stage development processes or high likelihood to develop it within 6 months after appointment.
- Proven ability to lead in times of organizational transformation and to lead across organizational boundaries.
- Strong knowledge of therapeutic area or high likelihood to develop it within 6 months after appointment. Strong matrix management skills for bridging stakeholders (business, scientific, technical)
- Strong relationship-building skills; can influence, negotiate with and motivate executive leadership

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between: \$204,400 and \$379,600/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, 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.

**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>

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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](mailto: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

Development

Business Unit

Innovative Medicines

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

Distant Employee - Distant Working Arrangement (DWA) (USA), Distant Working Arrangement, US, USA

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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